

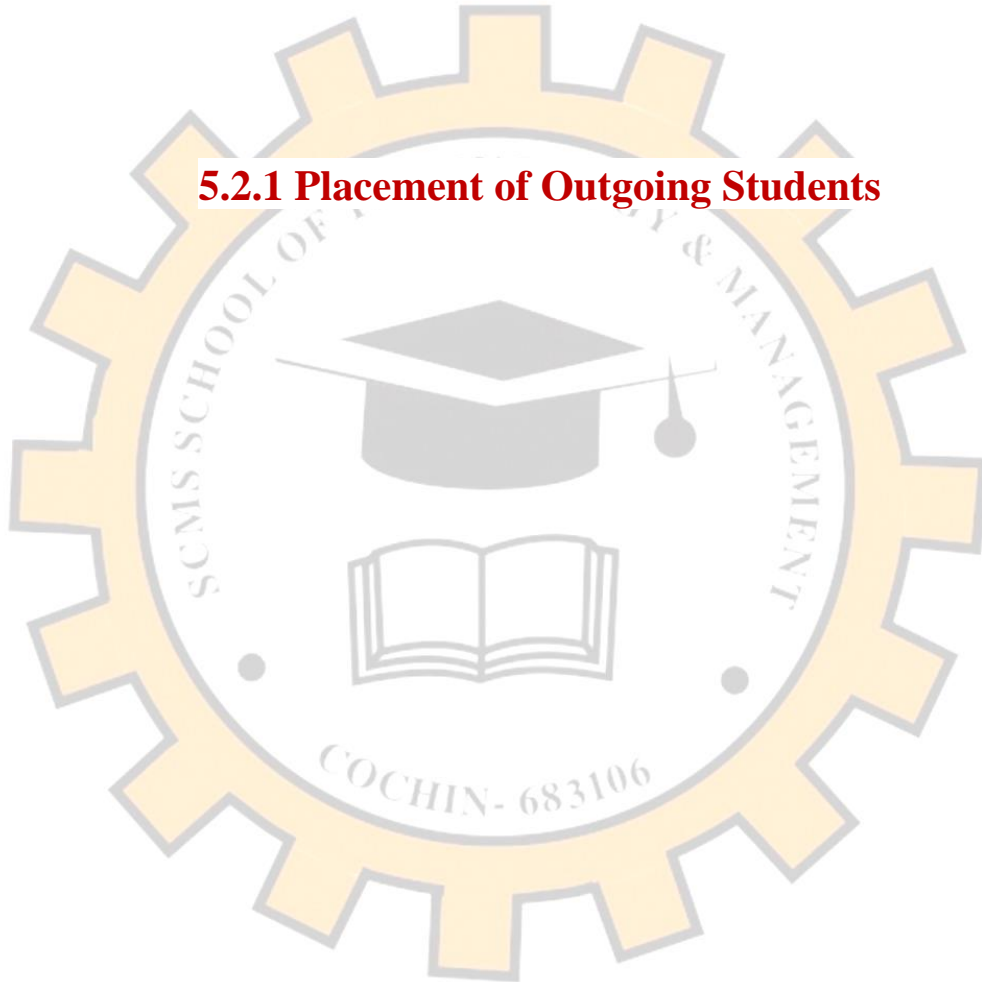


SCMS SCHOOL OF TECHNOLOGY AND MANAGEMENT (SSTM)
SCMS Campus, Prathap Nagar, Muttom, Aluva, COCHIN- 683 106. KERALA

CRITERIA 5

STUDENT SUPPORT AND PROGRESSION

5.2.1 Placement of Outgoing Students



5.2.1 Number of placement of outgoing students during the year

YEAR	TOTAL NUMBER OF STUDENTS PLACED
2017-2018	97

SL NO	YEAR	NAME OF STUDENT PLACED / ENROLLING INTO HIGHER EDUCATION AND CONTACT DETAILS	PROGRAM GRADUATED FROM	NAME OF THE EMPLOYER WITH CONTACT DETAILS / NAME OF INSTITUTION JOINED	PAY PACKAGE AT APPOINTMENT (IN INR PER ANNUM) (APPLICABLE FOR STUDENTS WHO GOT PLACEMENT) / NAME OF PROGRAM ADMITTED TO (APPLICABLE FOR STUDENTS WHO PROGRESSED TO HIGHER EDUCATION)
1	2017-2018	NANCY BABULAL 8592948509	MBA	DELOITTE (KS)- MS. SARAH FARHAT, HR,040 6762 1452	6 LAKHS
2	2017-2018	NIYA VARGHESE 8129693230	MBA	AMAZON- MR. GURAJALA JAIRAM, 8179898612	12LAKHS
3	2017-2018	REENU ANNIE SKARIAH 8281520527	MBA	HDFC LTD. - MR. ANIL KUMAR A S, 9847011151	6.2LAKHS
4	2017-2018	ANN SIBY 9495714629	MBA	SPANDANA SPHOORTY FINANCIAL LTD. - MR. GAUTAM RAJU, 9703022771	3.75LAKHS
5	2017-2018	SARA MATHEW 9495762968	MBA	L & T FINANCIAL SERVICES LTD.- MS. UNNATI GUPTA, TEAM MANAGER – HR, 9322967755	6.6LAKHS
6	2017-2018	ANUPAMA R. 7373712593	MBA	L & T FINANCIAL SERVICES LTD.- MS. UNNATI GUPTA, TEAM MANAGER – HR, 9322967755	6.6LAKHS
7	2017-2018	RICHA JOSE 9496330169	MBA	L & T FINANCIAL SERVICES LTD.- MS. UNNATI GUPTA, TEAM MANAGER – HR, 9322967755	6.6LAKHS
8	2017-2018	RENJU GEORGE JOHN 9447215368	MBA	ASIAN PAINTS- MS. RIDDHI PUNDLIK, HR, 7984455781	5.6LAKHS
9	2017-2018	AISHWARYA.R 9048093170	MBA	MAXVAL IP- MADHU G, SENIOR MANAGER- TALENT ACQUISITION, 0422 - 6748340	5LAKHS
10	2017-2018	JISHA ELIZABETH KURIYAN 8129525181	MBA	MAXVAL IP- MADHU G, SENIOR MANAGER- TALENT ACQUISITION, 0422 - 6748340	5LAKHS

11	2017-2018	RINU SAJAN 8129960208	MBA	MAXVAL IP- MADHU G, SENIOR MANAGER- TALENT ACQUISITION, 0422 - 6748340	5LAKHS
12	2017-2018	SONYA KURIAN 9895203362	MBA	MAXVAL IP- MADHU G, SENIOR MANAGER- TALENT ACQUISITION, 0422 - 6748340	5LAKHS
13	2017-2018	NAYANA WILFRED C.J. 8089359887	MBA	MAXVAL IP- MADHU G, SENIOR MANAGER- TALENT ACQUISITION, 0422 - 6748340	5LAKHS
14	2017-2018	SHILPA SANTHOSH 9497898751	MBA	MAXVAL IP- MADHU G, SENIOR MANAGER- TALENT ACQUISITION, 0422 - 6748340	5LAKHS
15	2017-2018	ASHITHA K. R. 8714167384	MBA	MADURA FASHION & LIFESTYLE - MS. KASTURI BORKOTOKY, 9764959646	4LAKHS
16	2017-2018	VISHNU K.DAS 8089314755	MBA	MADURA FASHION & LIFESTYLE - MS. KASTURI BORKOTOKY, 9764959646	4LAKHS
17	2017-2018	ROHAN SHAJI 9947498082, 8156880172	MBA	ICICI PRUDENTIAL LIFE INSURANCE CO. LTD.- MR. SUDHEESH NAIR S, HR	4LAKHS
18	2017-2018	ANJANA C. 8089730344	MBA	ICICI PRUDENTIAL LIFE INSURANCE CO. LTD.- MR. SUDHEESH NAIR S, HR	4LAKHS
19	2017-2018	MONISHA MOHAN 9072419033	MBA	ICICI PRUDENTIAL LIFE INSURANCE CO. LTD.- MR. SUDHEESH NAIR S, HR	4LAKHS
20	2017-2018	HARI R. NAIR 9745775118	MBA	ICICI PRUDENTIAL LIFE INSURANCE CO. LTD.- MR. SUDHEESH NAIR S, HR	4LAKHS
21	2017-2018	VIBIN VARGHESE 9656801791	MBA	ICICI PRUDENTIAL LIFE INSURANCE CO. LTD.- MR. SUDHEESH NAIR S, HR	4LAKHS
22	2017-2018	AKSHAY R. 7598201390	MBA	ICICI PRUDENTIAL LIFE INSURANCE CO. LTD.- MR. SUDHEESH NAIR S, HR	4LAKHS
23	2017-2018	ANUMOL JOHNY 9645789639	MBA	HDFC AMC- MS. ZEENAT KHAN, HR, 022-66580272	4.5LAKHS
24	2017-2018	DEEPAL D. MATTATHIL 8086128595	MBA	BHARAT FINANCIAL INCLUSION LTD.- MS. JAYA SINGH, HR, 8374-685757	6.1LAKHS
25	2017-2018	ADITHYABALU 9567462453	MBA	BHARAT FINANCIAL INCLUSION LTD.- MS. JAYA SINGH, HR, 8374-685757	6.1LAKHS
26	2017-2018	K.V. VINAYAK SAVANTH 8089660830	MBA	HINDUSTAN COCA-COLA BEVERAGES LTD.- MR. NEERAJ C M, SALES HR,9846006733	4LAKHS
27	2017-2018	MUSHTHAQUE AHAMED 8111872669	MBA	HINDUSTAN COCA-COLA BEVERAGES LTD.	4LAKHS
28	2017-2018	GAYATRI S. NAIR 9947824007	MBA	HINDUSTAN COCA-COLA BEVERAGES LTD.	4LAKHS
29	2017-2018	MERAN REJI MATHEW 9048004138	MBA	HEAD HUNTERS PVT. LTD.- G RAJAN, COO & SR. PARTNER, 9840276325	4.8LAKHS
30	2017-2018	AMRITHA K. R. 8547910841	MBA	HEAD HUNTERS PVT. LTD.- G RAJAN, COO & SR. PARTNER, 9840276325	4.8LAKHS
31	2017-2018	SAVIO ANTONY 9497405995	MBA	ICICI SECURITIES LTD. (EQUITY RELATION SERVICES)- PREETHA S PRASAD, MANAGER- HR, 07406867672	4LAKHS
32	2017-2018	AISWARYA ANIL KUMAR 8301836077	MBA	TCS (IT)- MR. SHIBAS N.P, CAMPUS RECRUITMENT LEAD- KERALA, 9846553333	5.75LAKHS

33	2017-2018	ALEENA MERIN V.R. 9645028024	MBA	FLIP - MS. JAI SHREE, ASSISTANT MANAGER – HUMAN RESOURCES, 7381958541	5.03LAKHS
34	2017-2018	MIDHU MATHAI 9446060749	MBA	WEP SOLUTIONS - MS. SUSHRITHA KATTI, HR EXECUTIVE & ADMIN, 080 66112211	4LAKHS
35	2017-2018	GAYATHRI HARIKUTTAN 9633004955	MBA	WEP SOLUTIONS - MS. SUSHRITHA KATTI, HR EXECUTIVE & ADMIN, 080 66112211	4LAKHS
36	2017-2018	RINTO JOSE 8281942869	MBA	WEP SOLUTIONS - MS. SUSHRITHA KATTI, HR EXECUTIVE & ADMIN, 080 66112211	4LAKHS
37	2017-2018	ADARSH P. DARSAN 9567769997	MBA	BERGER PAINTS	5.5LAKHS
38	2017-2018	SUDEEP VARGHESE THOMAS 9539170203	MBA	HINDUSTAN UNILEVER LTD.- MS.RASHMI RAMESH, HR	5.5LAKHS
39	2017-2018	VIGNESWAR LAL 9744776857	MBA	HINDUSTAN UNILEVER LTD.- MS.RASHMI RAMESH, HR	5.5LAKHS
40	2017-2018	VEENA G. NAIR 8089637270	MBA	HINDUSTAN UNILEVER LTD.- MS.RASHMI RAMESH, HR	5.5LAKHS
41	2017-2018	ANGELO PAUL 9400693165	MBA	HINDUSTAN UNILEVER LTD.- MS.RASHMI RAMESH, HR	5.5LAKHS
42	2017-2018	SHIVASANKARI M.R. 8714496100	MBA	HINDUSTAN UNILEVER LTD.- MS.RASHMI RAMESH, HR	5.5LAKHS
43	2017-2018	JILLU JOSE 9400664991	MBA	HINDUSTAN UNILEVER LTD.- MS.RASHMI RAMESH, HR	5.5LAKHS
44	2017-2018	ANU JOHN 8489180226	MBA	KAYNES TECHNOLOGY- MR. SUDHI M M, 09686660226	3.5LAKHS
45	2017-2018	SYAMILI SUGATHAN 8157836524	MBA	ICICI PRUDENTIAL LIFE INSURANCE CO. LTD.- MR. SUDHEESH NAIR S, HR	4LAKHS
46	2017-2018	NANDU KRISHNAN 9495037703	MBA	ICICI PRUDENTIAL LIFE INSURANCE CO. LTD.- MR. SUDHEESH NAIR S, HR	4LAKHS
47	2017-2018	KAVYA S. BABU 9605411362	MBA	ICICI PRUDENTIAL LIFE INSURANCE CO. LTD.- MR. SUDHEESH NAIR S, HR	4LAKHS
48	2017-2018	NITHIN S. JOHNSON 9020588271	MBA	ICICI BANK- AISHWARYA A, HR, 9004087178	4.12LAKHS
49	2017-2018	SWATHY S. KUMAR 9847150240	MBA	ICICI BANK- AISHWARYA A, HR, 9004087178	4.12LAKHS
50	2017-2018	ALMA BABY 8129653714	MBA	S & P GLOBAL - MR. KALPIT PATEL, MANAGER, TALENT ACQUISITION, 9099073301	3.6LAKHS
51	2017-2018	JOSE JOSHUA K 9539079554.	MBA	ITC LTD.- MS. JANUS TRESA JAMES,HR,8075708352	4.3LAKHS
52	2017-2018	NIYA JOSEPH 9446150044	MBA	ISPG TECHNOLOGIES- MS. JINU JOSEPH , ASST: MANAGER - HR , 484-4033976	3.6LAKHS
53	2017-2018	HARIKRISHNAN S. 9656065659	MBA	PREETHI KITCHEN APPLIANCES PVT. LTD. - PHILIPS INDIA LTD.- MR. S. GOWRISANKAR, MANAGER – TALENT ACQUISITION,	4.52LAKHS
54	2017-2018	SELIN RAPHAEL 8089927840	MBA	SANTA MONICA - MR. SURESH MATHEW, HOD	3.6LAKHS
55	2017-2018	ARYA VIKRAM PILLAI 9567228750	MBA	SANTA MONICA - MR. SURESH MATHEW, HOD	3.6LAKHS

56	2017-2018	NEENU SUSAN JOHN 9633561306	MBA	SANTA MONICA - MR. SURESH MATHEW, HOD	3.6LAKHS
57	2017-2018	ANAND BALACHANDRAN 8547948197	MBA	GENESIS - MS. PRIYATA SINHA, ASSISTANT MANAGER- HUMAN CAPITAL DIVISION, 124 4181 111	4LAKHS
58	2017-2018	DOMINIC JOSEPH 9446542635	MBA	FUTURE GROUP- MS. KHATIJA SHAIKH, HR	3.5LAKHS
59	2017-2018	BINISH NAIR 8921746257	MBA	FUTURE GROUP- MS. KHATIJA SHAIKH, HR	3.5LAKHS
60	2017-2018	SURYA S. KUMAR 9633498922	MBA	FUTURE GROUP- MS. KHATIJA SHAIKH, HR	3.5LAKHS
61	2017-2018	ANJANA K. S. 9656602701	MBA	BHARTI AXA LIFE INSURANCE- MS. DEBASMITA SENGUPTA, HR	3.5LAKHS
62	2017-2018	ASWINKUMAR V. 9496095949	MBA	BHARTI AXA LIFE INSURANCE- MS. DEBASMITA SENGUPTA, HR	3.5LAKHS
63	2017-2018	MAMATHA MARIAM MATHEW 9526665111	MBA	BHARTI AXA LIFE INSURANCE- MS. DEBASMITA SENGUPTA, HR	3.5LAKHS
64	2017-2018	FREDY EDAKKALATHUR 9048392853	MBA	PANTALOONS - ADITYA BIRLA GROUP- MR. ROHITH, ZONAL HEAD – HR (SOUTH), 9164752866	4LAKHS
65	2017-2018	MINNY JOHN 9995532751	MBA	PANTALOONS - ADITYA BIRLA GROUP- MR. ROHITH, ZONAL HEAD – HR (SOUTH), 9164752866	4LAKHS
66	2017-2018	ABISHEK P. KUMAR 9656561007	MBA	PANTALOONS - ADITYA BIRLA GROUP- MR. ROHITH, ZONAL HEAD – HR (SOUTH), 9164752866	4LAKHS
67	2017-2018	AVNASH SHAJI 8891014470	MBA	PANTALOONS - ADITYA BIRLA GROUP- MR. ROHITH, ZONAL HEAD – HR (SOUTH), 9164752866	4LAKHS
68	2017-2018	RITHU JOHN 8281276391	MBA	PANTALOONS - ADITYA BIRLA GROUP- MR. ROHITH, ZONAL HEAD – HR (SOUTH), 9164752866	4LAKHS
69	2017-2018	NEKHA SALBIN	MBA	KOTAK MAHINDRA BANK, MS. VAISHNAVI DEVIM, SENIOR MANAGER, ERNAKULAM	
70	2017-2018	ATHIRA BALAKRISHNAN 09495730003	MBA	SELF-EMPLOYED	
71	2017-2018	C. SUBADRA RAO 8593995100	MBA	SELF-EMPLOYED	
72	2017-2018	DHANYA LUCY JACOB 8281137405	MBA	SELF-EMPLOYED	
73	2017-2018	NEETHU S. MATHEW 09495226292	MBA	SELF-EMPLOYED	
74	2017-2018	SAJITHAMOL 8593024372	MBA	SELF-EMPLOYED	
75	2017-2018	STEPHY WILSON 7034903836	MBA	SELF-EMPLOYED	
76	2017-2018	DEVI ASHOK 9495616806	MBA	SELF-EMPLOYED	
77	2017-2018	GEORGE SAJI ERALIL 09496745017	MBA	SELF-EMPLOYED	
78	2017-2018	KEVIN JOHNY 8113949341	MBA	SELF-EMPLOYED	
79	2017-2018	JINCY RACHEL VARGHESE 9496849828	MCA	ATTINAD SOFTWARE PVT LTD, #335, NILA BUILDING, TECHNOPARK, TRIVANDRUM KERALA 695581 INDIA.	2.74 LAKHS

80	2017-2018	RENJITHA JOSEPH 9495689350	MCA	GREEN PALM OIL AND GAS PVT LTD SREYAS, HOUSE NO. 33/102C SOUMYA NAGAR ROAD, ALINCHUVADU KOCHI KL 682024	1.8 LAKHS
81	2017-2018	ANJANA N T 9995447625	MCA	COOLMINDS TECHNOLOGIES, GROUND FLOOR, THAPASYA BUILDING, INFOPARK, KAKKANAD, KOCHI -682 042.	1.58 LAKHS
82	2017-2018	KRISHNA KUMAR K J 7736893848	MCA	AARMIA SYSTEMS 3RD FLOOR, WING 1 JYOTHIRMAYA, INFOPARK PHASE 2, KAKKANAD, KERALA 682030	1.5 LAKHS
83	2017-2018	AMAL RAJ 8281229669	MCA	INFOSMART TECHNOLOGIES, CARNIVAL INFOPARK PHASE I, ATHULYA RD, INFOPARK CAMPUS, KAKKANAD, KERALA 682030	1.2 LAKHS
84	2017-2018	MERRIN TOMY	MCA	TRANZMEO, 4TH, JYOTHIRMAYA ROAD, JYOTHIRMAYA JYOTHIRMAYA INFOPARK PHASE-II CAMPUS, KAKKANAD NEAR BY CTS OFFICE, KERALA 68230	
85	2017-2018	ANJALI ROY 7736537606	MCA	IT DEPT. POPULAR MOTOR CORPORATION, VYTTLA P.O,ERNAKULAM, KERALA - 682 019,33/2361-A-2, GEETHANJALI STOP, NH-47 BYEPASS,	1.95 LAKHS
86	2017-2018	SHAHANAJ S 8907617620	MCA	SUYATI TECHNOLOGIES, 2ND FLOOR, THAPASYA BUILDING, INFOPARK, KAKKANAD, KOCHI, KERALA 68203	
87	2017-2018	SUSMERA N A 7558993192	MCA	SRIT INDIA PRIVATE LIMITED, SRIT HOUSE, #113/1B,ITPL MAIN ROAD, KUNDALAHALLI,BANGALORE -560037, KARNATAKA, INDIA	1.2LAKHS
88	2017-2018	SHAMLIN NOUSHAD 9526689198	MCA	RUBY SEVEN STUDIOS , 5TH FLOOR, PHASE III, LEELA INFOPARK, KAKKANADU,	2.75 LAKHS
89	2017-2018	HASNA V U 9895659428	MCA	PROSPERITY SERVICES, 7TH FLOOR, HEDGE HOUSE, PALARIVATTOM, ERNAKULAM, KERALA,	1.68 LAKHS
90	2017-2018	GIFTY K STEPHEN	M.SC MOLECULAR BIOLOGY AND GENETIC ENGINEERING	RESEARCH ASSOCIATE KLNOS LIFE SCIENCE KINFRA	
91	2017-2018	ALISHA M 8547144412	M.SC MOLECULAR BIOLOGY AND GENETIC ENGINEERING	RESEARCH FELLOW -LACON QUALITY ORGANIC CERTIFICATE TIRUVALLA	
92	2017-2018	ASWIN PHILIP IDICULLA 8086753003	B.COM	TATA BPS	2.90 LAKHS
93	2017-2018	VINEESH GANESH 9061605550	B.COM	MSP RETAIL PRIVATE LIMITED MAX (LIFESTYLE) FRANCHISEE DIVISION CORPORATE OFFICE	3 LAKHS
94	2017-2018	NASHWA BASHEER 97455337791	B.COM	TRANSORIENT TRAVEL AND TOURISM CENTRE, DOHA	7.20 LAKHS
95	2017-2018	NIKHIL RAGESH VELATH 7356482410	B.COM	ITC GREEN CENTRE	3.50 LAKHS

96	2017-2018	R. ARAVIND 8606708432	B.COM	APOLLO SURGICAL AND CHEMICALS, ALAPPUZHA	
97	2017-2018	BALAGOPAL.C 8089692707	B.COM	SREELAKSHMI STOCKIST AND APPLIANCES PVT. LTD, ERNAKULAM	

Dr. G. SASHI KUMAR
PRINCIPAL
SCMS SCHOOL OF TECHNOLOGY AND MANAGEMENT



from: **Miranda, Gayle (US - Hyderabad)** <gaymiranda@deloitte.com>
to: George Joseph <georgejoseph@scmsgroup.org>
cc: "Mukherjee, Moumita (US - Hyderabad)" <moumukherjee@deloitte.com>, "K S V, Swetha (US - Hyderabad)" <swethaksv@deloitte.com>
date: Oct 11, 2017, 6:35 PM
subject: Confirmation on Verbal Offers | SCMS, Kochi
mailed-by: deloitte.com
signed-by: deloitte.com

Hello George,

On behalf of Deloitte in India (Offices of the U.S.), we would like to thank you for all your support. We truly value the relationship with your esteemed institution.

As a follow-up to our verbal offers made on campus, we have attached the complete list of students selected from your institute.

Please fill in the required information in the given format by downloading the attachment and helping us with the information by **16th October 2017**.

Sr no	Title	Name	Gender
1	Analyst- KS	Nancy Babulal	Female

Basis our discussion, the selected candidates will be officially signed out of the placement process.

We will be reaching out to each of the selected candidates for key information/documents to release the offer later.

Please feel free to write to us if you have any questions.

Best regards,

Campus Team



OFFER CUM APPOINTMENT LETTER

Niya Varghese

A-43, Ashoka flat, Marine Drive, High Court Junction
Cochin
682031
IND

Dear Niya,

On behalf of **Amazon Development Centre (India) Private Limited**, a company incorporated under the laws of India, having its registered office at # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka India (hereinafter the "Company" or "Amazon India"), we are very pleased to issue this Offer cum Appointment Letter for the position of **Team Mgr** at **Coimbatore**, India.

Your employment with the Company will be subject to your acceptance of this Offer cum Appointment Letter and the terms and conditions set forth hereinbelow. If you wish to accept employment with the Company, please convey your acceptance in the manner provided for by the Company. The offer of employment contained in this Offer cum Appointment Letter will expire if you have not accepted the same on or before **10 business days**.

Upon your acceptance of the offer herein, this Offer cum Appointment Letter shall form the employment contract that is a valid and binding agreement of employment between Amazon India and you, and you shall be bound by the terms and conditions stipulated herein below.

1. Date of Commencement

Your employment with Amazon India will commence on **28-May-2018**.

2. Duties

- 2.1 You will be employed in the position of **Team Mgr**. Your manager will advise you about your job responsibilities after your joining with us. You will be expected to do your job to the best of your ability at all times as per the job responsibilities advised by your manager

at the time of joining or as amended from time to time, as well as such other tasks as may be required by Amazon India.

- 2.2 You will be required to comply with Amazon India's rules, regulations and policies from time to time in force, including, without limitation, those policies set out in Amazon India's Policies and Procedures, as communicated to you. Amazon India reserves the right to change Amazon India's Policies and Procedures from time to time at its sole discretion and you shall be bound by the same.
- 2.3 You acknowledge that during the course of your employment, as the business of Amazon India changes, it may be necessary to rotate you in other departments / units. Amazon India therefore reserves the right to change your role and responsibilities from time to time at its sole discretion and without assigning any reason, it being understood that you will not be assigned responsibilities which you cannot reasonably perform.
- 2.4 Unless specified in writing, you shall not be authorised to enter into any contractual obligations on behalf of Amazon India or its affiliates including creating a lien (statutory or other), security interest, mortgage, pledge, assignment, encumbrance, chattel or conditional sale or other title retention agreement or any other financial obligations or otherwise on behalf of Amazon India or its affiliates.

3. Hours of Work

The normal business hours of the office, at which you work, will apply to you and these will be advised on commencement of employment and when there is a change. You may be required to work in shifts for different work hours or workdays during the week depending on the business or team that you may be working for. You will be advised by your manager or department about such requirements at the time of joining and from time to time during the course of your employment, as appropriate. Certain business teams also operate on 24x7 basis and hence, may have rotational shifts or related requirements for their respective team members. Please refer to Amazon India's Policies and Procedures for further details.

4. Place of Work

Your initial place of work will be at Amazon India's facility in Coimbatore. However, you should be aware that the Company and/or its affiliates have offices throughout the world and because of the nature of your duties, the Company has the right to transfer you from one place to another or from one section to another or from one unit to any other unit of the Company, its parent company or to any of its sister concerns, which are either existing or may be set up in future. The decision of the Company in this regard shall be final and binding on you.

5. Remuneration

- 5.1 Your gross salary will be Rs.**525,000** per annum made payable in arrears in accordance with Amazon India's standard payroll practice and subject to all lawful deductions of income tax, provident fund contribution (if any), insurances or otherwise.
- 5.2 Your salary will be reviewed in accordance with internal performance review systems, details of which are set out in Amazon India's Policies and Procedures. If your hire date is on or before the first Monday in October of the current year, you will be eligible for a performance assessment and salary adjustment in the next calendar year. Ordinarily, this process occurs in the month of April each year.
- 5.3 Amazon India has the right to deduct from your pay/salary any sums which you may owe Amazon India, including without limitation, any over-payments or loans made to you by Amazon India or any demand raised by any judicial or quasi-judicial authority for your acts or omissions and / or losses suffered by Amazon India as a result of your negligence or breach of the terms contained in this Offer cum Appointment Letter/Amazon India's Policies, or your failure to return Amazon India's property.
- 5.4 You will also receive a sign-on bonus of Rs.**165,000** for the first year and Rs.**120,000** for the second year, which will be paid in twelve monthly instalments, starting at the end of your first month of employment, subject to your continued employment with the Company. The said bonus amount will be payable in accordance with the Company's standard payroll practice and subject to withholding applicable taxes. If your employment with the Company is terminated for any reason during your first two years of employment, the said monthly payments will cease after the date of termination and you will not be entitled to any further payments.

6. Provident Fund

Amazon India will contribute to a Provident Fund as and when required by the Employees' Provident Fund and Miscellaneous Provision Act, 1952, and as further described in Amazon India's Policies and Procedures.

7. Leave

Amazon India will grant you leave as provided in Amazon India's Policies and Procedures. All leave scheduling and organisation will be arranged to ensure smooth business operation; your manager's approval is required prior to your scheduling or changing any leave.

8. Confidential Information and Confidentiality Obligations

8.1 “Confidential Information” means and includes any information that relates to the business of the Company that is not generally available to the public. Without limiting the foregoing, Confidential Information includes:

- (1) the identity of, contractual terms with, and any information relating to, the Company's business partners, customers, services clients, sellers, agents, employees, contractors, investors, joint ventures, vendors, or suppliers and the terms on which the Company does business with each such entity, or generally;
- (2) computer code (including source code and object code) or software developed, modified, or used by the Company;
- (3) data of any sort compiled by the Company, including, but not limited to, data relating to products and services, advertising and marketing, and existing or prospective customers, clients, vendors, or business partners;
- (4) algorithms, procedures or techniques, or the essential ideas and principles underlying such algorithms, procedures or techniques, developed by, or whose workings are otherwise known to, the Company (but excluding any public domain algorithms, procedures, or techniques), whether or not such algorithms, procedures or techniques are embodied in a computer program, including, but not limited to, techniques for identifying prospective customers, communicating effectively with prospective or current customers, reducing operating costs, or increasing system reliability;
- (5) the fact that the Company uses, has used, or has evaluated for potential use any particular database, source of data, algorithm, procedure or technique, or the essential ideas and principles underlying such algorithm, procedure or technique, developed or supplied by a party other than the Company (including any algorithms, procedures or techniques in the public domain), whether or not such algorithms, procedures or techniques are embodied in a computer program;
- (6) pricing or marketing strategies developed, investigated, acquired (from a third party or otherwise), evaluated, modified, tested or employed by the Company, or any information related to, or that might reasonably be expected to lead to, the development of such strategies;

- (7) information about the Company's future plans, including, but not limited to, plans for expanding into new products, geographical areas, market segments, or services;
- (8) any information that would typically be included in the Company's financial statements, including, but not limited to, the amount of the Company's assets, liabilities, net worth, revenues, expenses, or net income;
- (9) the following information which shall hereinafter be referred to as the "Disclosure Information":
 - (a) any and all algorithms, procedures or techniques related to the Company's business activities or to your work with the Company, and the essential ideas and principles underlying such algorithms, procedures or techniques, conceived, originated, adapted, discovered, developed, acquired by the Company (from a third party or otherwise), evaluated, tested, or applied by you during the course of your employment with the Company, whether or not such algorithms, procedures or techniques are embodied in a computer program;
 - (b) any and all pricing or marketing strategies, the essential ideas and principles on which such strategies are based, and any information that might reasonably be expected to lead to the development of such strategies, conceived, originated, adapted, discovered, developed, acquired by the Company (from a third party or otherwise), evaluated, tested, or applied by you during the course of your employment with the Company;
 - (c) information relating to any and all products and services, and the essential ideas and principles underlying any and all products and services, conceived, originated, adapted, discovered, developed, acquired by the Company (from a third party or otherwise), evaluated, tested, or applied by you during the course of your employment with the Company, whether or not such products or services are marketed, sold, or provided by the Company; and
 - (d) any other ideas or information conceived, originated, adapted, discovered, developed, acquired by the Company (from a third party or otherwise), evaluated, tested, or applied by you during the course of



your employment with the Company, if the idea or information could reasonably be expected to prove useful or valuable to the Company;

- (10) any other information gained in the course of your employment with the Company that could reasonably be expected to prove deleterious to the Company if disclosed to third parties, including without limitation, any information that could reasonably be expected to aid a competitor or potential competitor of the Company in competing more effectively with the Company;
- (11) any information received by the Company from third parties, whether or not under obligation of confidentiality;
- (12) any information derived from any of the above, including any intellectual property rights attached thereto; and
- (13) any copies of the above mentioned information.

8.2 Confidentiality Obligations:

- (1) You acknowledge that you have acquired and/or will acquire Confidential Information during the course of, or incident to, your employment with the Company, and that the ability of the Company to continue in business could be seriously jeopardized if such Confidential Information were to be used by you or by other persons or firms to compete with the Company. Accordingly, you agree that you shall not, directly or indirectly, at any time, during the term of your employment with the Company or at any time thereafter, and without regard to when or for what reason, if any, such employment shall terminate, use or cause to be used any Confidential Information in connection with any activity or business except the business of the Company, and shall not disclose or cause to be disclosed any Confidential Information to any individual, partnership, corporation, or other entity unless such disclosure has been specifically authorized in writing by the Company, or except as may be required by any applicable law or by order of a court of competent jurisdiction, or any regulatory or governmental body. Further, you agree that you will give the Company prompt notice of any such order/direction of a court/ regulatory or governmental body so that the Company may seek relief by way of a protective order or other appropriate remedy, and further will provide any assistance which the Company may reasonably require in order to secure such order or such remedy (with your expenses reasonably incurred in providing such



assistance to be reimbursed by the Company). In the event such protective order or other remedy is not obtained, you shall furnish only that portion of the Confidential Information which is legally required by the governmental entity or regulatory authority; and will use reasonable efforts to obtain confidential treatment for any Confidential Information so disclosed.

- (2) During the course of your employment with the Company and at the date of termination thereof (hereinafter the "Date of Termination"), you shall promptly disclose and deliver over to the Company, without additional compensation, in writing, or in such form and manner as the Company may reasonably require, the Disclosure Information defined in Section 10.1(9) hereinabove, to the extent that such disclosure could reasonably be expected to be of interest to the Company.
- (3) Nothing in this Offer cum Appointment Letter shall be deemed to dilute or waive any rights related to the protection of trade secrets that the Company may have under common law or any applicable statutes.

9. Intellectual Property Rights

9.1 All patents, copyrights, trade secrets, trade/commercial names, proprietary rights, logos, slogans and all other intellectual property rights developed by or for the Company by any person, including but not limited to intellectual property rights relating to any and/or all of the Confidential Information, ("Intellectual Property Rights") shall be owned by the Company. For good and valuable consideration the receipt and sufficiency of which is hereby acknowledged, you hereby agree to irrevocably, perpetually and unconditionally sell, assign, transfer and convey to the Company and its successors your entire right, title and interest in the Confidential Information and/or Intellectual Property Rights and any improvements thereto throughout the world, including, without limitation:

- (1) all patents, copyrights, trade secrets, trade/commercial names, logos, other proprietary rights and all other intellectual property rights in the Confidential Information and all rights to secure registrations, renewals and extensions of the same;
- (2) all rights to make, have made, use, practice, import, export and otherwise fully exploit the Confidential Information and any and all improvements that the Employee or Company may hereafter make or develop;

- (3) all rights to file and prosecute applications for patent, copyright and all other intellectual property protection covering the Confidential Information and improvements thereon, and the processes and designs embodied therein, in India, the United States and in every other country and jurisdiction throughout the world;
- (4) all rights under any patent, copyright and all other intellectual property which may be issued on the Confidential Information or the improvements thereon, and any processes and designs therein, and all rights to enjoy the same; and
- (5) all documents, notes, notebooks, drawings, schematics, prototypes, magnetically encoded media, electronically stored information, or other materials related to the Confidential Information.

- 9.2 During the period of your employment with the Company and as may be reasonably necessary subsequent to your employment, you agree to cooperate with the Company as may be necessary to obtain patent, copyright and all other intellectual property protection for the Intellectual Property Rights and improvements thereto throughout the world and agree to do such further acts and execute and deliver to the Company such instruments as may be required to perfect, register or enforce the Company's ownership of the rights assigned, transferred or conveyed. If such cooperation is required after the Date of Termination, the Company shall compensate you at a reasonable rate for the time and related expenses actually spent by you at the Company's request. If you fail or refuse to execute any such instruments, you hereby appoint the Company as your attorney-in-fact to act on your behalf and to execute such instruments. This appointment shall be irrevocable and deemed to be a power coupled with an interest.
- 9.3 For the purposes of the assignment, transfer or conveyance referred to hereinabove, you acknowledge and covenant that your employment with the Company and the benefits received thereunder shall be treated as good and valuable consideration and that you are not entitled to any further consideration in any form or manner whatsoever in relation thereto.
- 9.4 Notwithstanding any other provision hereof to the contrary, this Offer cum Appointment Letter does not obligate you to assign or offer to assign to the Company any of your rights in an invention for which no equipment, supplies, facilities, Intellectual Property Rights, Confidential Information or trade secret information of the Company was used and which was developed entirely on your own time, unless (a) the invention relates (i) directly to the business of the Company, or (ii) to the Company's actual or demonstrably anticipated



research or development, or (b) the invention results from or is related to, any work performed by you for the Company.

9.5 No Grant of Rights.

You agree that all rights, title and interest in the Intellectual Property Rights and Confidential Information shall be owned exclusively by the Company. Nothing herein contained shall be construed as a grant by implication, estoppel or otherwise, of a license of any kind by either you to the Company, or by the Company to you, for example, to make, have made, use or sell any product using the Intellectual Property Rights, Confidential Information, or as a license under any patent, patent application, utility model, copyright, mask work right, or any other intellectual property right.

10. Non-Solicitation

- 10.1 During your employment with the Company and for a period of 12 months from the date of termination thereof, you shall not solicit or cause or authorize, directly or indirectly, to be solicited for any competitive business, for or on behalf of any person or customer, or otherwise take any action that might divert the business or patronage of any customer from the Company, or otherwise damage or alienate the relationship between the Company and any customer, vendor or supplier; and
- 10.2 During your employment with the Company and for a period of 12 months thereafter, you shall not solicit or attempt to influence any person employed or engaged by the Company (whether as an employee, consultant, advisor or in any other manner) to terminate or otherwise cease such employment or engagement with the Company or become the employee of, or directly or indirectly offer services in any form or manner to, yourself or any person or entity which is a competitor of the Company.

11. Employee Data Protection

- 11.1 You authorise Amazon India to collect, process and transfer all personal employee-related information obtained by Amazon India for the purpose of proactively managing the employment relationship.
- 11.2 You further authorise the transfer to, and storage of, your personal information in the worldwide employee database currently located in Seattle, Washington, U.S.A. (or such other location as Amazon India determines from time to time). Human Resources and selected management throughout the Amazon group worldwide will be authorised to access this database.

12. Exclusivity of Services

During your employment, you will be required to devote your full time, attention and abilities to your job duties during working hours, and to act in the best interests of Amazon India at all times. You shall not, without the written consent of Amazon India, be in any way directly or indirectly engaged or concerned in any other business or undertaking.

13. Termination of Employment

13.1 Your employment may be terminated by either party by giving one month's written notice (exclusive of any leaves availed during the said period) or payment of one month salary in lieu of such notice period to the other party. Amazon India holds the right to accept or deny payment in lieu of the said one month notice.

13.2 Amazon India reserves the right to terminate your employment forthwith "for cause" without advance notice and without payment of severance, in the event you:

- (i) have been found guilty of any misconduct or indiscipline after due enquiry by Amazon India;
- (ii) have violated or are in breach of any of the terms of this Offer cum Appointment Letter or Amazon India's Policies and Procedures;
- (iii) have been grossly negligent, or have neglected your duties, or have underperformed your duties, or have performed your duties in a manner unacceptable to Amazon India;
- (iv) have suppressed any information or submitted false information with the view to obtain employment in Amazon India;
- (v) are convicted for any offence under any law for the time being in force in any jurisdiction;
- (vi) commit any act detrimental to the interest of Amazon India;
- (vii) abstain from work for seven consecutive days without informing Amazon India;

13.3 On the termination of your employment for any reason whatsoever, you will return to Amazon India, without delay, all assets belonging to Amazon India, correspondence, records, specifications, models, notes, formulations, lists, papers, reports and other documents and all copies thereof and other property belonging to Amazon India or relating to its business affairs or dealing, including any Confidential Information and Intellectual Property Rights, which are in your possession or under your control. At Amazon India's option, you agree to provide a written certification of your compliance with this Section. Further, you agree to sign a termination certificate in accordance with Amazon India's

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Policies and Procedures, which will reaffirm your compliance of your post-termination obligations, including return of Amazon India's property/properties and releasing Amazon India from all claims, liabilities and obligations. Where Amazon has made any excess payment to you as part of your relieving formalities, whether or not such excess payment is termed "Full and Final Settlement", you shall be obligated and liable to repay such excess amount forthwith upon being notified by Amazon.

14. Gratuity

Gratuity will be paid as and when required by the Payment of Gratuity Act, 1972 and as further described in Amazon India's Policies and Procedures.

15. Employee Benefits

You will be eligible to receive employee benefits as may be provided by Amazon India in Amazon India's Policies and Procedures.

16. New Hire Background Investigation

16.1 It is Amazon India's policy to investigate all its new hires. Your employment is conditional upon the information contained in your application form and/or curriculum vitae being true and accurate, including (but not limited to) your educational and professional qualifications, the documents furnished by you being genuine, and upon reference checks to be conducted by Amazon India being successfully completed.

16.2 You authorise Amazon India to conduct such searches with government or enforcement authorities as are necessary to enable it to verify that you do not hold any criminal convictions.

16.3 In case you are hired from campus and results for your examination are still awaited, your continued employment with Amazon India will be subject to passing the said examination and completing the course, failing which Amazon reserves the right to take action including termination of your employment without notice.

17. Foreign Nationals

17.1 In case you are not an Indian national and, under any law, are required to obtain applicable visa / work permit / authorisation or permission from appropriate government authorities to work in India, you are required to ensure all such permissions are obtained before commencement of employment with Amazon India.

- 17.2 You are also required to ensure all future correspondence and permissions for continued stay and employment in the country as per the governing law are complied with at all times. If required, Amazon shall be at liberty to demand copies / originals of such permission.
- 17.3 It is made clear that possessing valid work permit / authorisation at all times of your employment is an inherent requirement of your employment with Amazon India. Any time after the execution of this Offer cum Appointment Letter, if it is found that you do not have required work permit / visa, Amazon India shall terminate your employment, without notice, with immediate effect, without any liability towards you.

18. Representations and Warranties

You hereby represent and warrant to the Company that:

- 18.1 the information furnished by you for the purpose of your employment with the Company is true and correct to the best of your information, knowledge and belief;
- 18.2 you shall not, during the course of your employment with the Company, use or disclose any document/s that in any way constitutes confidential, proprietary for trade secret information of a third party (including a former employer), except pursuant to written authorization by such third party to do so;
- 18.3 you are not in unauthorized possession or control of any document/s that in any way constitutes confidential, proprietary for trade secret information of a third party (including a former employer);
- 18.4 during the course of your employment with the Company, you will not violate any non-solicitation or similar agreements or obligations that you have with any third party; and
- 18.5 there are no other agreements executed by you with third parties that conflict with the terms and conditions of your employment with Amazon India or that restrict your ability to execute this Offer cum Appointment Letter;
- 18.6 You recognize that the restrictions set forth in this Offer cum Appointment Letter may limit your future flexibility in many ways. You expressly acknowledge that (i) the limitations specified herein are fair and reasonable in view of the nature of the business in which the Company is engaged, your position with the Company, and your access to Confidential Information / Intellectual Property Rights, (ii) you are voluntarily entering into this Offer

cum Appointment Letter, and (iii) in spite of the restraints imposed herein, you will be able to engage in other lawful professions, trades or businesses after termination of your employment with the Company. You recognize that your compensation is adequate consideration and acknowledge that you will not be subject to undue hardship or inconvenience by reason of your agreeing to the provisions contained herein.

19. Other Particulars

- 19.1 You confirm that there are no other agreements executed by you with third parties that conflict with the terms and conditions of your employment with Amazon India or that restrict your ability to execute this Offer cum Appointment Letter
- 19.2 You hereby represent and warrant that the information furnished by you for the purpose of your employment with the Company is true and correct to the best of your information, knowledge and belief.

20. Notices

All notices issued by you to the Company or by the Company to you shall be sent either by registered post, courier through a recognised courier service provider or by email transmission which shall be deemed to have been received the next working day provided the notice is also sent by registered post the next working day after email transmission.

21. Waiver

Failure of the Company to insist upon strict adherence of any term of this Offer cum Appointment Letter on any occasion/s shall not be considered a waiver thereof or deprive the Company of the right thereafter to insist upon strict adherence to that term or any other term of this Offer cum Appointment Letter.

22. Severability

The holding of any provision of this Offer cum Appointment Letter to be illegal, invalid, or unenforceable by a court of competent jurisdiction shall not affect any other provision hereof, which shall remain in full force and effect.

23. Assignment

Except as otherwise provided in this Section, this Offer cum Appointment Letter shall inure to the benefit of, and be binding upon you and your heirs, representatives, successors and assigns.



Neither this Offer cum Appointment Letter nor any right or interest hereunder shall be assignable by you or your legal heirs, beneficiaries or legal representatives without the Company's prior written consent. This Offer cum Appointment Letter shall be assignable by the Company to a subsidiary or affiliate of the Company; or to any corporation, partnership, or other entity that may be organized by the Company, as a separate business unit in connection with the business activities of the Company; or to any corporation, partnership, or other entity resulting from the reorganization, merger or consolidation of the Company with any other corporation, partnership or other entity, or any corporation, partnership, or other entity to or with which all or any portion of the Company's business or assets may be sold, exchanged or transferred.

24. Employer – Employee Relationship

The relationship between the Company and you hereunder shall be solely that of an employer and employee and no modification of responsibility or compensation made hereinafter shall be construed so as to constitute the relationship of partners or joint ventures or so as to as to construe you as an independent contractor of the Company.

25. Liability for Breach

You acknowledge and accept that your breach of any of the terms contained in this Offer cum Appointment Letter or in Amazon India's Policies and Procedures, may cause the Company irreparable harm for which there is no adequate remedy at law, and therefore, the Company shall be entitled to the issuance by a court of competent jurisdiction of an order of injunction, restraining order, or other equitable relief in favor of itself, without the necessity of posting a bond, restraining you from committing or continuing to commit any such violation. Exercise or waiver by the Company of its rights to obtain an injunction, restraining order, or other equitable relief hereunder shall not be deemed a waiver of any right to assert any other remedy the Company may have at law or in equity. In any legal action or other proceeding by the Company against you in connection with this Offer cum Appointment Letter (e.g., for recovery of damages or other relief), the Company will be entitled to recover its reasonable attorneys' fees and other costs incurred.

26. Authorization to Notify New Employer

You hereby grant consent to the Company to notify any of your new employer/s about your rights and obligations under this Offer cum Appointment Letter.

27. Governing Law and Jurisdiction

Your employment, and any disputes which may arise under, out of, or in connection with your employment, shall be governed by and construed in accordance with the laws of India; and the Courts having territorial jurisdiction over the registered office of the Company shall alone have exclusive jurisdiction to try and entertain such disputes to the exclusion of any other Courts situated elsewhere.

28. Agreement/Modifications

The terms described in this Offer cum Appointment Letter and Amazon India's Policies and Procedures will cumulatively constitute the terms of your employment, and shall supersede any previous discussions, offers or agreements relating to your employment, or to the subject matter hereof. Any additions to, deletions of, or modifications of these terms are valid and effective only if the same are carried out in writing and signed by you and an officer of Amazon India.

29. Headings

The Section headings appearing in this Offer cum Appointment Letter are used for convenience of reference only and shall not be considered a part of this Offer cum Appointment Letter or in any way modify, amend or affect the meaning of any of its provisions.

30. Survival

Your obligations under Sections 8, 9, 11, 13, 20, 21, 23, 25, 26, 27 and this Section 30 hereof shall survive the termination of this Offer Cum Appointment Letter and of your employment with the Company.



You undertake to be bound by any rules and regulations enforced by Amazon India from time to time in relation to the conduct, discipline, medical leave and holidays or on any matters relating to service conditions which will be deemed as rules, regulations and order as a part of these terms of employment.

For and on behalf of Amazon Development Centre (India) Private Limited

AUTHORIZATION

By

Signed by: JAYANTA GHOSH
Date: 2018.05.21 11:38:45 +05:30
Location: India

ACCEPTANCE

I acknowledge receipt of this Offer cum Appointment Letter and, after reading and understanding the same, I accept Amazon India's offer of employment on the terms set out in this Offer cum Appointment Letter.

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

From: **Goud, Gurajala Jairam** <gurajal@amazon.com>
Date: Thu, Aug 24, 2017 at 6:44 PM
Subject: Job Description and Compensation!
To: georgejoseph@scmsgroup.org <georgejoseph@scmsgroup.org>
Cc: Mukherjee, Powlomi <powlomim@amazon.com>

Hi,

Further to our discussion, please find attached job description for the role. We shall offer the following compensation to successful candidates:

Pay Component	INR
Base Pay	5,25,000
Joining Bonus 1	1,65,000
Joining Bonus 2	1,20,000
Restricted Stock Units	4,00,000
Total Compensation in Year 1	6,90,000
Total CTC	12,10,000

Please note:

- Joining Bonus 1 and Joining Bonus 2 will be payable in monthly installments.
- Vesting of stock units will be spread across 4 years (5% Y1, 15% Y2, 40% Y3 and 40% Y4)
- Shortlisted students should be open to “Work From Home” option as per the business requirements.
- We will provide relocation allowance to candidates only if their “Base” location is beyond 250 kms from the work location

Kindly share the job description and compensation with the students. As discussed earlier, while the role is more aligned towards Operations specialization, the same is not an eligibility criteria. We would be willing to look at candidates with other specializations as well, provided the candidates are interested in the job role. **Also, requesting you to help us with the exact date to visit the campus by reverting to this email with the no of applicants.**

Please share the attached job description and compensation details with your students. We will share an application link with you shortly. Please ensure that all interested students have a gmail account in order for them to apply.

Looking forward to a long term association with your institute.

Thanks & Regards,
Jairam
+91-8179898612

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

From: "Anilkumar A S" <anilkumars@hdfc.com>

Date: Jan 24, 2018 3:19 PM

Subject: *Confidential: Intimation of Shortlisting for the position of Management Trainee at HDFC Ltd

To: <2411reenu@gmail.com>

Cc:

Dear Ms. **Reenu**,

Subsequent to your interview with Housing Development Finance Corporation Limited, we are pleased to inform you that you have been short-listed for a position of **Management Trainee**.

This mail is only an intimation of short listing and shall not be construed as final selection or offer for employment.

As a step further, in the process of interview and selection, we request you to go through the contents of this mail and do the needful as mentioned against each of the following points:

A) Please find attached the indicative Cost to the Company (CTC) which will be offered to you, if you are finally selected for the position you have been interviewed. You are requested to read the detailed CTC structure and if acceptable, please give your confirmation by return mail.

Upon receiving the CTC confirmation from you, we will proceed with the following verifications subject to your consent:

B) Medical examination by the doctors at Hospitals/Clinics/Labs, as suggested by HDFC Ltd. You are requested to get in touch with me at Tel No. 0484-3011221 for further details.

C) The following background checks will be initiated after receiving your formal consent. (The authorisation form for your consent is also attached hereunder):

- Residence and/or permanent address verification
- Current and/or past employment verification
- Educational documents/certificates verification
- Verification of credit facilities availed and repayment thereof
- Any other Verification, as may be required

Kindly fill in the authorization form, sign the same and send it back to us (Email: anilkumars@hdfc.com) to enable us to proceed with the verifications.

The formal offer for employment will be made solely at the discretion of HDFC Ltd on successful completion of all the above processes and subject to the results of the above verifications (refer B and C above) coming out positive and to the satisfaction of HDFC Ltd. The terms and conditions of employment will be communicated only after final selection through a separate Letter of appointment.

HDFC reserves the right to withdraw the above mentioned intimation of short listing at any point of time without assigning any reason whatsoever.

Regards,

Thanks & Regards,

Anil Kumar A S

HDFC Ltd | HDFC House| Ravipuram | M.G.Road | Kochi | 682015

☎ 0484-3011221, 3011200 9847011151 ✉ anilkumars@hdfc.com

Website : <http://www.hdfc.com>



OFFER LETTER

Date: 11-Oct-2017

Mr. Ann Siby,
Vengathanathu, Thirumarady,
Koothattukulam, Ernakulam.

Dear Ann Siby,

Congratulations! Welcome to Spandana !

Further to our discussions, we are pleased to extend you an offer to join Spandana as **Executive Trainee**. Your salary will comprise a fixed **compensation of INR 375,000/- (Rupees Three lakh seventy five thousand)** and a **variable pay up to INR 150,000/- (Rupees One lakh fifty thousand) per annum**.

All matters pertaining to your employment and compensation are strictly confidential and it should be treated as such.

On successful completion of your training period you will be placed in the designated role depending on your performance.

In case if you wish to resign from Services within 15 months from your date of joining, you shall be liable to pay/reimburse the entire training expenses and salary paid during your tenure.

If you resign from service and terminate this agreement after the expiration of the above said period without 60 days prior notice or extended period, you will be liable to compensate to the Company a sum of 60 days salary as liquidated charges.

Any tax liability arising out of your compensation should be borne by you as per the applicable personal Taxation Laws. Request you to confirm your acceptance of this Offer of employment by duly signing and returning us the duplicate copy by 14th Oct, 2017.

We at Spandana are delighted to share this offer and look forward to making Spandana a great place for you to work with.

Please refer to the Annexure attached for the documents to be submitted at the time of joining and your date of joining will be intimated by us through a separate email by 1st week of January 2018.

For Spandana Sphoorty Financial Ltd.


Authorized Signatory



Spandana Sphoorty Financial Ltd.,

CIN - U65929TG2003PLC040648

Plot No: 31 & 32, Ramky Selenium Towers, Tower A,
Ground Floor, Financial Dist, Nanakramguda, Hyderabad – 500032

Ph : 040-4812 6666

contact@spandanaindia.com www.spandanaindia.com



****Annexure - 1**

Name	Ann Siby
Designation	Executive Trainee
Department	Training

Salary Components	Per Month(INR)	Per Annum (INR)
Basic	11,928	143,131
HRA	4,771	57,252
Conveyance Allowance	1,600	19,200
Medical Allowance	1,250	15,000
Attire Allowance	1,193	14,316
Washing Allowance	0	0
Other Allowance	9,077	108,928
Total Gross Salary - (A)	29,819	357,828

Retirals –(B)		
Employer's contribution to PF	1,431	17,172
Employer's contribution to ESI	0	0
Total Cost to Company (A+B)	31,250	375,000

*** Variable pay is subject to individual performance and company performance.**

Annexure – 2

- Refer The Attachment.



Ms. **Sara Mathew,**
SCMS Cochin

Subject: Offer of employment as Management Trainee

Dear Sara,

Further to your campus interview with L&T Financial Services, we are pleased to make you an offer of employment in the cadre of Management Trainee at FL II grade.

Your cost to company (CTC) will be Rs. 6,59,996/- inclusive of basic salary, allowances and such other elements as may be applicable from time to time. Please refer Annexure for the detailed breakup of the same.

Further employment details like DOJ, Department and location of posting will be communicated to you at a later date.

You are requested to indicate your acceptance by replying to this email within 7 days of receiving this offer.

A formal appointment letter will be issued which will have details around the terms and conditions of your employment and other related benefits.

We look forward to welcoming you at L&T Financial Services.

Regards,

For **L&T FINANCE LIMITED,**



SUDEEP BANERJEE
GROUP HEAD - HUMAN RESOURCES

*L&T Finance Limited & L&T FinCorp Limited have been merged into Family Credit Limited. The name of Family Credit Limited is changed to L&T Finance Limited.

L&T Finance Limited
(erstwhile known as Family Credit Ltd.)
Brindavan, CST Road, Kalina
Santacruz (East)
Mumbai 400 098

Registered Office
7th Floor, Technopolis, A-Wing
Plot No 4, Block-BP, Sector-V
Salt Lake, Kolkata 700 091
CIN: U65910WB1993FLC060810

T +91 22 6212 5000
E customercare@ltfinance.com

www.ltfs.com

ANNEXURE

	Particulars	Rupees Per Month	Rupees Per Annum
A	MONTHLY BENEFITS		
	Basic	16,500	1,98,000
	House Rent Allowance	9,900	1,18,800
	Conveyance Allowance	1,600	19,200
	Medical Allowance	1,250	15,000
	Special Allowance	14,701	1,76,412
	Statutory Bonus	1,400	16,800
	Leave Travel Allowance	1,375	16,500
	TOTAL (A)	46,726	5,60,712
B	RETIREMENTAL BENEFITS		
	Provident Fund (Employer Contribution at 12% Of Basic Salary)	1,980	23,760
	Gratuity (as per gratuity act)	-	9,524
	SUB-TOTAL (B)	1,980	33,284
	Total Fixed Pay (A+ B)		5,93,996
C	ANNUAL PERFORMANCE BONUS # (C)	-	66,000
	TAKE HOME PRE I TAX & P TAX	44,746	-
	Total Cost To Company (A + B + C)	-	6,59,996

Performance Bonus based on the agreed and achieved individual Key Result Areas (KRA) & Company performance and in line with the Company policy

In addition to the above, you will be covered under the following Group Insurances:

1. Group Life Insurance Cover as per policy
2. Family Medclaim Cover of as per policy
3. Group Personal Accident Cover as per policy

ACKNOWLEDGEMENT & ACCEPTANCE

I have read and understood the above terms and conditions and hereby sign in acceptance of the same.

Name: Sara Mathew

Signature: _____

Date: _____

*L&T Finance Limited & L&T FinCorp Limited have been merged into Family Credit Limited. The name of Family Credit Limited is changed to L&T Finance Limited.

L&T Finance Limited
(erstwhile known as Family Credit Ltd.)
Brindavan, CST Road, Kalina
Santacruz (East)
Mumbai 400 098

Registered Office
7th Floor, Technopolis, A-Wing
Plot No 4, Block-BP, Sector-V
Salt Lake, Kolkata 700 091
CIN: U65910WB1993FLC060810

T +91 22 6212 5000
E customercare@ltfinance.com

www.ltfs.com

LTFS/FY18/MT/094

6th February, 2018

Ms. Richa Jose,
SCMS Cochin

Subject: Offer of employment as Management Trainee

Dear Richa,

Further to your campus interview with L&T Financial Services, we are pleased to make you an offer of employment in the cadre of Management Trainee at FL II grade.

Your cost to company (CTC) will be Rs. 6,59,996/- inclusive of basic salary, allowances and such other elements as may be applicable from time to time. Please refer Annexure for the detailed breakup of the same.

Further employment details like DOJ, Department and location of posting will be communicated to you at a later date.


You are requested to indicate your acceptance by replying to this email within 7 days of receiving this offer.

A formal appointment letter will be issued which will have details around the terms and conditions of your employment and other related benefits.

We look forward to welcoming you at L&T Financial Services.

Regards,

For L&T FINANCE LIMITED,



SUDEEP BANERJEE
GROUP HEAD - HUMAN RESOURCES

*L&T Finance Limited & L&T FinCorp Limited have been merged into Family Credit Limited. The name of Family Credit Limited is changed to L&T Finance Limited.

L&T Finance Limited
(erstwhile known as Family Credit Ltd.)
Brindavan, CST Road, Kalina
Santacruz (East)
Mumbai 400 098

Registered Office
7th Floor, Technopolis, A-Wing
Plot No 4, Block-BP, Sector-V
Salt Lake, Kolkata 700 091
CIN: U65910WB1993FLC060S10

T +91 22 6212 5000
E customercare@ltfinance.com

www.ltfs.com

Accepted with thanks

ANNEXURE

	Particulars	Rupees Per Month	Rupees Per Annum
A	MONTHLY BENEFITS		
	Basic	16,500	1,98,000
	House Rent Allowance	9,900	1,18,800
	Conveyance Allowance	1,600	19,200
	Medical Allowance	1,250	15,000
	Special Allowance	14,701	1,76,412
	Statutory Bonus	1,400	16,800
	Leave Travel Allowance	1,375	16,500
	TOTAL (A)	46,726	5,60,712
B	RETIREMENTAL BENEFITS		
	Provident Fund (Employer Contribution at 12% Of Basic Salary)	1,980	23,760
	Gratuity (as per gratuity act)	-	9,524
	SUB-TOTAL (B)	1,980	33,284
	Total Fixed Pay (A+ B)		5,93,996
C	ANNUAL PERFORMANCE BONUS # (C)	-	66,000
	TAKE HOME PRE I TAX & P TAX	44,746	-
	Total Cost To Company (A + B + C)	-	6,59,996

Performance Bonus based on the agreed and achieved individual Key Result Areas (KRA) & Company performance and in line with the Company policy

In addition to the above, you will be covered under the following Group Insurances:

1. Group Life Insurance Cover as per policy
2. Family Mediclaim Cover of as per policy
3. Group Personal Accident Cover as per policy

ACKNOWLEDGEMENT & ACCEPTANCE

I have read and understood the above terms and conditions and hereby sign in acceptance of the same.

Name: Richa Jose

Signature: _____



Date: 11.2.2018

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CIN: U65910WB1993FLC060810

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www.ltfs.com

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

From: **Pranita Rajadhyax** <pranita.rajadhyax@asianpaints.com>

Date: Mon, Oct 23, 2017 at 12:22 PM

Subject: Asian Paints Ltd | Campus Recruitment 2017-18 | Kerala | Selected Candidates

To: georgejoseph@scmsgroup.org <georgejoseph@scmsgroup.org>

Cc: DURGA PRASAD DUTTA <durgaprasad.dutta@asianpaints.com>, Rupali Suryawanshi <rupali.suryawanshi@asianpaints.com>

Dear Mr. George

We are pleased to confirm the selection of following students in Asian Paints Ltd. We shall send the formal offer to them once the term is complete.

Email ID	First Name	Last Name
renjuambattu@gmail.com	Renju George	John

Best Regards,
Pranita Rajadhyax
HR Officer – West

Ref #: MVSL/OL-18/MT/10/2017

October 26, 2017

Aishwarya R
Aishwaryalakshmi,
H/NO 20/2056C,
Palluruthy, Kochi – 6
Kerala

Sub: “Offer Letter - Management Trainee”

Dear Aishwarya

Hearty Congrats !!, further to the campus recruitment process and the discussions you had with our Head of India Operations, we are pleased to offer you employment in the position of **Management Trainee** at MaxVal.

We are eager to have you as part of our team and we foresee your potential skills as a valuable contribution to our organization and clients. The training period is for 6 months and probation is for 6 months. We request you to please refer to the terms and conditions which need to be strictly adhered by you.

1. Compensation

Your total (CTC) per annum is as per the following structure subject to statutory deductions as applicable.

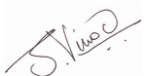
Fixed Components: Rs. 4,50,000/- per annum (Rupees Four lakhs fifty thousand per annum only)

Performance linked bonus: Rs. 50,000/- per annum (Rupees Fifty thousand per annum only)

Cost to the company (Total CTC): **Rs 5,00,000/-** per annum (Rupees Five lakhs per annum only)

Changes in your compensation or any other benefits that may be available to you are discretionary and will be subject to performance and desired organizational results during the period and other relevant criteria.

2. You will be entitled to all allowances and benefits which are free food, transport and night shift allowances, as per the current policy followed.



3. The company has selected the employee for the position of **Management Trainee**, which would initially involve extensive evaluation for imparting the required level of skills, for effectively carrying out the official responsibilities assigned to the employee.
4. The employee, on joining the company, undertakes to stay in employment of the company for a minimum period of **one year**. The agreement is effective from joining date in MaxVal till 1 year completion of employment in MaxVal.
5. The employee needs to undergo the evaluation methodologies, as may be required, and understand the job responsibilities, so that the same are carried out in an effective manner.
6. The employee, as part of the consideration, agreed to sign for not leaving the services of the company for a minimum period of one year from the date of agreement of this letter signed for the employment at the company.

THIS AGREEMENT WITNESSETH AS BELOW:

1. The employee acknowledges that substantial costs have been invested on him / her for specifically handling the job responsibilities and, any discontinuance of the employment before the expiry of the one year term would unfairly prejudice the company, and, as such, the employee undertakes not to leave the services of the company, for any reason whatever, for a minimum period of one year of services in the company.
2. In case the employee, for any reason, leaves the services of the company before the said period of one year, then he/she shall forthwith pay two months gross salary.
3. The employee shall not during the period of this agreement work directly or indirectly in any similar business either as employer or partner or advisor or in any other capacity.
4. The employee shall be just and faithful to the company in all matters and shall not at any time except under legal process, divulge to any person whosoever and shall use his best endeavors to prevent the publication or disclosure of any trade secret or software development process or any information concerning management decision of the company or of its dealings, transactions, or affairs which may come to his knowledge.

S.V. [Signature]

5. The employee shall not take up whole time or part time employment with any other company engaged in the similar businesses, for a period of 20 months from the date of this agreement even if she leaves the services of the company after paying liquidated damages and fulfilling all conditions as stipulated in this agreement
6. During training or probation period if the employee leaves the company, no experience or relieving documents will be provided.
7. Initial work location would be Coimbatore and you will undergo 8 weeks of on job training across different departments with 2 weeks training from each department. After completion of 8 weeks of training the departmental heads would evaluate and recommend your role and specific job description and location. Next Four months would be evaluation on the specific task and department assigned. On completion of evaluation in the specific task and department, they will be converted as probationers for a period of 6 months. CAP (Corrective Action Plan) would not be acceptable for confirmation.
8. You will be entitled for 1 sick leave during the month.
9. Working days would be Monday – Friday. However, you are expected to be flexible to work on Saturdays if task has been assigned. Compensatory off is applicable.
10. Access card, ID cards and other access will be provided.
11. You will be required to follow the company login and logout timings
12. Dress code policy to be adhered to as per the general code of conduct.
13. You are requested not to bring along any electronic gadgets such as pen drive, CD, Video Mobile phone etc into the office.
14. You will abide by the code of conduct of the organization
15. You shall not at any time disclose to anyone any information, technical know-how, security arrangements, administration, knowledge, secrets, methods, plan, process etc., pertaining to the company which may be your personal privilege to know by virtue of doing your project in the company.
16. Without prejudice, please note that MaxVal IP Services Pvt Ltd reserves the right to withdraw this offer made to you, on or before receipt of your acceptance of the same, without providing any reasons to you.
17. Please sign the duplicate copy of this offer on all sheets at the bottom right corner and send us back within 7 days to indicate that you have accepted this offer from us.



18. Your individual remuneration is purely a matter between yourself and the Company and has been arrived at on the basis of your job, skills, specific background and professional merit. Accordingly your salary and any changes made to it are strictly confidential; you shall treat such matters accordingly, and any breach thereof would be viewed very seriously by the management.

19. In case of further clarifications, please communicate with Amala Mary (E-Mail: amala.m@maxval-ip.com) or Kavia. A (E-Mail: kavia.a@maxval-ip.com).

We welcome you to MaxVal IP Services Pvt Ltd and look forward to a long and mutually beneficial association.

We wish you all the best.

For MaxVal IP Services Pvt Limited



Vinod Sreedharan
Senior Director – Human Resources

Declaration

I have read the terms and conditions of this letter of offer and confirm my acceptance of the same.

Employee Signature:

Name:

Date:

Ref #: MVSL/OL-18/MT/10/2017

October 26, 2017

Jisha Elizabeth Kuriyan
Ebenzer (H), Millupady,
UC College PO, Aluva,
Kochi, Kerala

Sub: "Offer Letter - Management Trainee"

Dear Jisha

Hearty Congrats !!, further to the campus recruitment process and the discussions you had with our Head of India Operations, we are pleased to offer you employment in the position of **Management Trainee** at MaxVal.

We are eager to have you as part of our team and we foresee your potential skills as a valuable contribution to our organization and clients. The training period is for 6 months and probation is for 6 months. We request you to please refer to the terms and conditions which need to be strictly adhered by you.

1. Compensation

Your total (CTC) per annum is as per the following structure subject to statutory deductions as applicable.

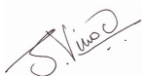
Fixed Components: Rs. 4,50,000/- per annum (Rupees Four lakhs fifty thousand per annum only)

Performance linked bonus: Rs. 50,000/- per annum (Rupees Fifty thousand per annum only)

Cost to the company (Total CTC): **Rs 5,00,000/-** per annum (Rupees Five lakhs per annum only)

Changes in your compensation or any other benefits that may be available to you are discretionary and will be subject to performance and desired organizational results during the period and other relevant criteria.

2. You will be entitled to all allowances and benefits which are free food, transport and night shift allowances, as per the current policy followed.



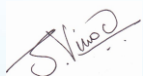
3. The company has selected the employee for the position of **Management Trainee**, which would initially involve extensive evaluation for imparting the required level of skills, for effectively carrying out the official responsibilities assigned to the employee.
4. The employee, on joining the company, undertakes to stay in employment of the company for a minimum period of **one year**. The agreement is effective from joining date in MaxVal till 1 year completion of employment in MaxVal.
5. The employee needs to undergo the evaluation methodologies, as may be required, and understand the job responsibilities, so that the same are carried out in an effective manner.
6. The employee, as part of the consideration, agreed to sign for not leaving the services of the company for a minimum period of one year from the date of agreement of this letter signed for the employment at the company.

THIS AGREEMENT WITNESSETH AS BELOW:

1. The employee acknowledges that substantial costs have been invested on him / her for specifically handling the job responsibilities and, any discontinuance of the employment before the expiry of the one year term would unfairly prejudice the company, and, as such, the employee undertakes not to leave the services of the company, for any reason whatever, for a minimum period of one year of services in the company.
2. In case the employee, for any reason, leaves the services of the company before the said period of one year, then he/she shall forthwith pay two months gross salary.
3. The employee shall not during the period of this agreement work directly or indirectly in any similar business either as employer or partner or advisor or in any other capacity.
4. The employee shall be just and faithful to the company in all matters and shall not at any time except under legal process, divulge to any person whosoever and shall use his best endeavors to prevent the publication or disclosure of any trade secret or software development process or any information concerning management decision of the company or of its dealings, transactions, or affairs which may come to his knowledge.

S.V. [Signature]

5. The employee shall not take up whole time or part time employment with any other company engaged in the similar businesses, for a period of 20 months from the date of this agreement even if she leaves the services of the company after paying liquidated damages and fulfilling all conditions as stipulated in this agreement
6. During training or probation period if the employee leaves the company, no experience or relieving documents will be provided.
7. Initial work location would be Coimbatore and you will undergo 8 weeks of on job training across different departments with 2 weeks training from each department. After completion of 8 weeks of training the departmental heads would evaluate and recommend your role and specific job description and location. Next Four months would be evaluation on the specific task and department assigned. On completion of evaluation in the specific task and department, they will be converted as probationers for a period of 6 months. CAP (Corrective Action Plan) would not be acceptable for confirmation.
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13. You are requested not to bring along any electronic gadgets such as pen drive, CD, Video Mobile phone etc into the office.
14. You will abide by the code of conduct of the organization
15. You shall not at any time disclose to anyone any information, technical know-how, security arrangements, administration, knowledge, secrets, methods, plan, process etc., pertaining to the company which may be your personal privilege to know by virtue of doing your project in the company.
16. Without prejudice, please note that MaxVal IP Services Pvt Ltd reserves the right to withdraw this offer made to you, on or before receipt of your acceptance of the same, without providing any reasons to you.
17. Please sign the duplicate copy of this offer on all sheets at the bottom right corner and send us back within 7 days to indicate that you have accepted this offer from us.



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19. In case of further clarifications, please communicate with Amala Mary (E-Mail: amala.m@maxval-ip.com) or Kavia. A (E-Mail: kavia.a@maxval-ip.com).

We welcome you to MaxVal IP Services Pvt Ltd and look forward to a long and mutually beneficial association.

We wish you all the best.

For MaxVal IP Services Pvt Limited



Vinod Sreedharan
Senior Director – Human Resources

Declaration

I have read the terms and conditions of this letter of offer and confirm my acceptance of the same.

Employee Signature:

Name:

Date:

Ref #: MVSL/OL-18/MT/10/2017

October 26, 2017

Rinu Sajan

Maliyekkal House,
Kachapill road,
Vytilla, Kochi – 682019
Kerala

Sub: “Offer Letter - Management Trainee”

Dear Rinu Sajan

Hearty Congrats !!, further to the campus recruitment process and the discussions you had with our Head of India Operations, we are pleased to offer you employment in the position of **Management Trainee** at MaxVal.

We are eager to have you as part of our team and we foresee your potential skills as a valuable contribution to our organization and clients. The training period is for 6 months and probation is for 6 months. We request you to please refer to the terms and conditions which need to be strictly adhered by you.

1. Compensation

Your total (CTC) per annum is as per the following structure subject to statutory deductions as applicable.

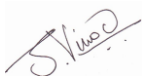
Fixed Components: Rs. 4,50,000/- per annum (Rupees Four lakhs fifty thousand per annum only)

Performance linked bonus: Rs. 50,000/- per annum (Rupees Fifty thousand per annum only)

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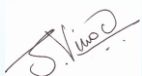
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S.V. [Signature]

5. The employee shall not take up whole time or part time employment with any other company engaged in the similar businesses, for a period of 20 months from the date of this agreement even if she leaves the services of the company after paying liquidated damages and fulfilling all conditions as stipulated in this agreement
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We welcome you to MaxVal IP Services Pvt Ltd and look forward to a long and mutually beneficial association.

We wish you all the best.

For MaxVal IP Services Pvt Limited



Vinod Sreedharan
Senior Director – Human Resources

Declaration

I have read the terms and conditions of this letter of offer and confirm my acceptance of the same.

Employee Signature:

Name:

Date:

Ref #: MVSL/OL-18/MT/10/2017

October 26, 2017

Sonya Kurian
Madappillil (H),
Kizhakkambalam PO
Pukkattupady,
Kerala

Sub: "Offer Letter - Management Trainee"

Dear Sonya

Hearty Congrats !!, further to the campus recruitment process and the discussions you had with our Head of India Operations, we are pleased to offer you employment in the position of **Management Trainee** at MaxVal.

We are eager to have you as part of our team and we foresee your potential skills as a valuable contribution to our organization and clients. The training period is for 6 months and probation is for 6 months. We request you to please refer to the terms and conditions which need to be strictly adhered by you.

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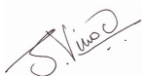
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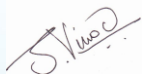
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S.V. 11/03/20

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We welcome you to MaxVal IP Services Pvt Ltd and look forward to a long and mutually beneficial association.

We wish you all the best.

For MaxVal IP Services Pvt Limited



Vinod Sreedharan
Senior Director – Human Resources

Declaration

I have read the terms and conditions of this letter of offer and confirm my acceptance of the same.

Employee Signature:

Name:

Date:

Ref #: MVSL/OL-18/MT/10/2017

October 26, 2017

Nayana Wilfred CJ
Cheriakakramchery house
Mundamveli P.O
Kochi-682507
Kerala

Sub: "Offer Letter - Management Trainee"

Dear Nayana Wilfred

Hearty Congrats !!, further to the campus recruitment process and the discussions you had with our Head of India Operations, we are pleased to offer you employment in the position of **Management Trainee** at MaxVal.

We are eager to have you as part of our team and we foresee your potential skills as a valuable contribution to our organization and clients. The training period is for 6 months and probation is for 6 months. We request you to please refer to the terms and conditions which need to be strictly adhered by you.

1. Compensation

Your total (CTC) per annum is as per the following structure subject to statutory deductions as applicable.

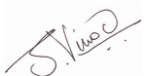
Fixed Components: Rs. 4,50,000/- per annum (Rupees Four lakhs fifty thousand per annum only)

Performance linked bonus: Rs. 50,000/- per annum (Rupees Fifty thousand per annum only)

Cost to the company (Total CTC): **Rs 5,00,000/-** per annum (Rupees Five lakhs per annum only)

Changes in your compensation or any other benefits that may be available to you are discretionary and will be subject to performance and desired organizational results during the period and other relevant criteria.

2. You will be entitled to all allowances and benefits which are free food, transport and night shift allowances, as per the current policy followed.



3. The company has selected the employee for the position of **Management Trainee**, which would initially involve extensive evaluation for imparting the required level of skills, for effectively carrying out the official responsibilities assigned to the employee.
4. The employee, on joining the company, undertakes to stay in employment of the company for a minimum period of **one year**. The agreement is effective from joining date in MaxVal till 1 year completion of employment in MaxVal.
5. The employee needs to undergo the evaluation methodologies, as may be required, and understand the job responsibilities, so that the same are carried out in an effective manner.
6. The employee, as part of the consideration, agreed to sign for not leaving the services of the company for a minimum period of one year from the date of agreement of this letter signed for the employment at the company.

THIS AGREEMENT WITNESSETH AS BELOW:

1. The employee acknowledges that substantial costs have been invested on him / her for specifically handling the job responsibilities and, any discontinuance of the employment before the expiry of the one year term would unfairly prejudice the company, and, as such, the employee undertakes not to leave the services of the company, for any reason whatever, for a minimum period of one year of services in the company.
2. In case the employee, for any reason, leaves the services of the company before the said period of one year, then he/she shall forthwith pay two months gross salary.
3. The employee shall not during the period of this agreement work directly or indirectly in any similar business either as employer or partner or advisor or in any other capacity.
4. The employee shall be just and faithful to the company in all matters and shall not at any time except under legal process, divulge to any person whosoever and shall use his best endeavors to prevent the publication or disclosure of any trade secret or software development process or any information concerning management decision of the company or of its dealings, transactions, or affairs which may come to his knowledge.

S.V. [Signature]

5. The employee shall not take up whole time or part time employment with any other company engaged in the similar businesses, for a period of 20 months from the date of this agreement even if she leaves the services of the company after paying liquidated damages and fulfilling all conditions as stipulated in this agreement
6. During training or probation period if the employee leaves the company, no experience or relieving documents will be provided.
7. Initial work location would be Coimbatore and you will undergo 8 weeks of on job training across different departments with 2 weeks training from each department. After completion of 8 weeks of training the departmental heads would evaluate and recommend your role and specific job description and location. Next Four months would be evaluation on the specific task and department assigned. On completion of evaluation in the specific task and department, they will be converted as probationers for a period of 6 months. CAP (Corrective Action Plan) would not be acceptable for confirmation.
8. You will be entitled for 1 sick leave during the month.
9. Working days would be Monday – Friday. However, you are expected to be flexible to work on Saturdays if task has been assigned. Compensatory off is applicable.
10. Access card, ID cards and other access will be provided.
11. You will be required to follow the company login and logout timings
12. Dress code policy to be adhered to as per the general code of conduct.
13. You are requested not to bring along any electronic gadgets such as pen drive, CD, Video Mobile phone etc into the office.
14. You will abide by the code of conduct of the organization
15. You shall not at any time disclose to anyone any information, technical know-how, security arrangements, administration, knowledge, secrets, methods, plan, process etc., pertaining to the company which may be your personal privilege to know by virtue of doing your project in the company.
16. Without prejudice, please note that MaxVal IP Services Pvt Ltd reserves the right to withdraw this offer made to you, on or before receipt of your acceptance of the same, without providing any reasons to you.
17. Please sign the duplicate copy of this offer on all sheets at the bottom right corner and send us back within 7 days to indicate that you have accepted this offer from us.



18. Your individual remuneration is purely a matter between yourself and the Company and has been arrived at on the basis of your job, skills, specific background and professional merit. Accordingly your salary and any changes made to it are strictly confidential; you shall treat such matters accordingly, and any breach thereof would be viewed very seriously by the management.

19. In case of further clarifications, please communicate with Amala Mary (E-Mail: amala.m@maxval-ip.com) or Kavia. A (E-Mail: kavia.a@maxval-ip.com).

We welcome you to MaxVal IP Services Pvt Ltd and look forward to a long and mutually beneficial association.

We wish you all the best.

For MaxVal IP Services Pvt Limited



Vinod Sreedharan
Senior Director – Human Resources

Declaration

I have read the terms and conditions of this letter of offer and confirm my acceptance of the same.

Employee Signature:

Name:

Date:

Ref #: MVSL/OL-18/MT/10/2017

October 26, 2017

Shilpa Santhosh

Nambiserril (H),
Ottathai PO, Alakode,
Kannur DT,
Kerala - 670571

Sub: "Offer Letter - Management Trainee"

Dear Shilpa

Hearty Congrats !!, further to the campus recruitment process and the discussions you had with our Head of India Operations, we are pleased to offer you employment in the position of **Management Trainee** at MaxVal.

We are eager to have you as part of our team and we foresee your potential skills as a valuable contribution to our organization and clients. The training period is for 6 months and probation is for 6 months. We request you to please refer to the terms and conditions which need to be strictly adhered by you.

1. Compensation

Your total (CTC) per annum is as per the following structure subject to statutory deductions as applicable.

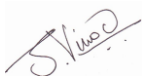
Fixed Components: Rs. 4,50,000/- per annum (Rupees Four lakhs fifty thousand per annum only)

Performance linked bonus: Rs. 50,000/- per annum (Rupees Fifty thousand per annum only)

Cost to the company (Total CTC): **Rs 5,00,000/-** per annum (Rupees Five lakhs per annum only)

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2. You will be entitled to all allowances and benefits which are free food, transport and night shift allowances, as per the current policy followed.



3. The company has selected the employee for the position of **Management Trainee**, which would initially involve extensive evaluation for imparting the required level of skills, for effectively carrying out the official responsibilities assigned to the employee.
4. The employee, on joining the company, undertakes to stay in employment of the company for a minimum period of **one year**. The agreement is effective from joining date in MaxVal till 1 year completion of employment in MaxVal.
5. The employee needs to undergo the evaluation methodologies, as may be required, and understand the job responsibilities, so that the same are carried out in an effective manner.
6. The employee, as part of the consideration, agreed to sign for not leaving the services of the company for a minimum period of one year from the date of agreement of this letter signed for the employment at the company.

THIS AGREEMENT WITNESSETH AS BELOW:

1. The employee acknowledges that substantial costs have been invested on him / her for specifically handling the job responsibilities and, any discontinuance of the employment before the expiry of the one year term would unfairly prejudice the company, and, as such, the employee undertakes not to leave the services of the company, for any reason whatever, for a minimum period of one year of services in the company.
2. In case the employee, for any reason, leaves the services of the company before the said period of one year, then he/she shall forthwith pay two months gross salary.
3. The employee shall not during the period of this agreement work directly or indirectly in any similar business either as employer or partner or advisor or in any other capacity.
4. The employee shall be just and faithful to the company in all matters and shall not at any time except under legal process, divulge to any person whosoever and shall use his best endeavors to prevent the publication or disclosure of any trade secret or software development process or any information concerning management decision of the company or of its dealings, transactions, or affairs which may come to his knowledge.

S.V. [Signature]

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14. You will abide by the code of conduct of the organization
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16. Without prejudice, please note that MaxVal IP Services Pvt Ltd reserves the right to withdraw this offer made to you, on or before receipt of your acceptance of the same, without providing any reasons to you.
17. Please sign the duplicate copy of this offer on all sheets at the bottom right corner and send us back within 7 days to indicate that you have accepted this offer from us.



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We welcome you to MaxVal IP Services Pvt Ltd and look forward to a long and mutually beneficial association.

We wish you all the best.

For MaxVal IP Services Pvt Limited



Vinod Sreedharan
Senior Director – Human Resources

Declaration

I have read the terms and conditions of this letter of offer and confirm my acceptance of the same.

Employee Signature:

Name:

Date:



Jan 15, 2018

To,
Ashitha KR
SCMS

Dear Ashitha KR,

Sub: Offer of Employment

We take pleasure in offering you the position of "Trainee Assistant Store Manager" in the executive grade with **Madura Fashion & Lifestyle** (A Division of Aditya Birla Fashion and Retail Limited). Your employment commences from the date of your reporting.

You will be on training for a period of three months from the date of joining. Post successful completion of your training, you will be based at any of our store across the country. A detailed letter of appointment will be issued to you on your day of joining on completion of joining formalities.

Your tentative date of joining will be in **June, 2018**.

A statement detailing your compensation and benefits is enclosed for your reference (**refer Annexure 1**).

Kindly acknowledge the offer in writing as a token of your acceptance on or before **January 31st, 2018**.

We look forward to having you on board.

Yours faithfully

For MADURA FASHION & LIFESTYLE
(A Division of Aditya Birla Fashion and Retail Limited)


Rohith Kumar
Head – Retail Human Resources

Acknowledgement Receipt

I have read the details mentioned in the documents and I accept the terms and conditions as mentioned

Ashitha KR

Divisional Office :
Aditya Birla Fashion and Retail Limited
(Formerly known as Pantaloons Fashion & Retail Limited)
MADURA FASHION & LIFESTYLE
Plot No.5B, Regent Gateway,
Doddanakundi Village, KIADB Industrial Area,
ITPL Road, Bangalore - 560 048, India.

Telephone +91 80 67271600
Fax +91 80 67272444
Website www.abfrl.com
customerservice@madura.adityabirla.com

Registered Office :
701-704, 7th Floor, Skyline Icon Business Park,
86-92, Off Andheri-Kurla Road, Marol Village,
Andheri East, Mumbai, Maharashtra-400059, India.
CIN - L1801MH2007PLC233901



ANNEXURE – 1: COMPENSATION AND BENEFITS

Employee Name : Ashitha KR
 Job Title : Trainee Assistant Store Manager
 Grade : Executive
 Reporting Manager : Area Retail Manager

Particulars		Monthly	Annual
Salary			
	Basic Salary	15000	180000
Allowance,			
	Supplementary Allowance	2627	21524
	House Rent Allowance	6000	72000
	Conveyance Allowance	1600	19200
	Medical Allowance	834	10008
	Statutory Bonus	584	7008
Gross Salary		26645	319740
Retirement Benefits/ ESIC Benefits			
	Provident fund (12% of basic)	1800	21600
	Gratuity (4.81% on basic)	722	8664
	ESIC Contribution (4.75% on Gross)	0	0
Fixed Compensation		29167	350004
	Incentive	4167	50004
Cost to Company		33334	400008

Rohith Kumar
 Head - Retail Human Resources

Notes:

- All Salary Payments** are subject to Income tax, Professional tax and any other statutory deductions are applicable in accordance with the laws prevailing.
- You and your dependents will be covered under a comprehensive **medical insurance policy** for any hospitalization. You can cover your spouse and two children and two dependent parents under this scheme. You will also be covered under a Group Personal Accident policy.
- Incentive** will be payable as per the sales target achievement in incentive schemes, which will be shared by your reporting manager after joining **ABFRL**. **Incentive** are applicable post completion of successful completion of training.
- An additional sum of INR 50,000 as deferred bonus will be paid in two equal tranches-to be paid post successful completion of first & second year. Payment is subjected to performance rating EE & above for the performance cycle.

Acknowledgement Receipt

I have read the details mentioned in the documents and I accept the terms and conditions as mentioned

 Ashitha KR

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 CIN - L1801MH2007PLC233901



Jan 15, 2018

To,
Vishnu K Das
SCMS

Dear Vishnu K Das,

Sub: Offer of Employment

We take pleasure in offering you the position of "Trainee Assistant Store Manager" in the executive grade with **Madura Fashion & Lifestyle** (A Division of Aditya Birla Fashion and Retail Limited). Your employment commences from the date of your reporting.

You will be on training for a period of three months from the date of joining. Post successful completion of your training, you will be based at any of our store across the country. A detailed letter of appointment will be issued to you on your day of joining on completion of joining formalities.

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CIN - L1801MH2007PLC233901



ANNEXURE – 1: COMPENSATION AND BENEFITS

Employee Name : Vishnu K Das
 Job Title : Trainee Assistant Store Manager
 Grade : Executive
 Reporting Manager : Area Retail Manager

Particulars		Monthly	Annual
Salary			
	Basic Salary	15000	180000
Allowance,			
	Supplementary Allowance	2627	21524
	House Rent Allowance	6000	72000
	Conveyance Allowance	1600	19200
	Medical Allowance	834	10008
	Statutory Bonus	584	7008
Gross Salary		26645	319740
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Rohith Kumar
 Head - Retail Human Resources

Notes:

- 1) **All Salary Payments** are subject to Income tax, Professional tax and any other statutory deductions are applicable in accordance with the laws prevailing.
- 2) You and your dependents will be covered under a comprehensive **medical insurance policy** for any hospitalization. You can cover your spouse and two children and two dependent parents under this scheme. You will also be covered under a Group Personal Accident policy.
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- 4) An additional sum of INR 50,000 as deferred bonus will be paid in two equal tranches-to be paid post successful completion of first & second year. Payment is subjected to performance rating EE & above for the performance cycle.

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

From: **Sebastian P T /HR SO/ICICIPRU/Cochi** <sebastian.p@iciciprulife.com>

Date: Mon, Dec 11, 2017 at 5:26 PM

Subject: RE: Greetings from ICICI Prudential Life Insurance Co. Ltd!!!

To: George Joseph <georgejoseph@scmsgroup.org>

Cc: Tharu Kurian /HR SO/ICICIPRU/Cochi <tharu.kurian@iciciprulife.com>, Nisha Sajith /HR SO/ICICIPRU/Cochi <nisha.sajith@iciciprulife.com>, indu nair <indunair@scmsgroup.org>

Dear Mr. George,

Greetings from ICICI Prudential Life Insurance.

It is a great pleasure to be associated with your esteemed institution. We are happy to announce the final list of selected students and you may kindly communicate the status of selection to them. We would request you to let us know the timeline by which these students will be joining us in next year. The documentation process would be online and the link to do that would be sent to their e mail id's. Please ask them to be prepared for the same.

1	Rohan Shaji	SCMS, Cochin	9947498082
2	Anjana C	SCMS, Cochin	8089730344
3	Monisha Mohan	SCMS, Cochin	9072419033
4	Hari R Nair	SCMS, Cochin	9745775118
5	Vipin Varghese	SCMS, Cochin	9656801791
6	Akshay R	SCMS, Cochin	7598201390

Once again would like to thank you and your team for the wonderful Hospitality extended during our visit at the Campus.

Thanks & regards,
Sebastian PT
Human Resources
ICICI Prudential Life Insurance
+91 9995610882

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Dear Mr. George,

Greetings from ICICI Prudential Life Insurance.

It is a great pleasure to be associated with your esteemed institution. We are happy to announce the final list of selected students and you may kindly communicate the status of selection to them. We would request you to let us know the timeline by which these students will be joining us in next year. The documentation process would be online and the link to do that would be sent to their e mail id's. Please ask them to be prepared for the same.

1	Rohan Shaji	SCMS, Cochin	9947498082
2	Anjana C	SCMS, Cochin	8089730344
3	Monisha Mohan	SCMS, Cochin	9072419033
4	Hari R Nair	SCMS, Cochin	9745775118
5	Vipin Varghese	SCMS, Cochin	9656801791
6	Akshay R	SCMS, Cochin	7598201390

Once again would like to thank you and your team for the wonderful Hospitality extended during our visit at the Campus.

Thanks & regards,
Sebastian PT
Human Resources
ICICI Prudential Life Insurance
+91 9995610882

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

From: <nikishag@hdfcfund.com>

Date: Tue, Dec 19, 2017 at 10:25 AM

Subject: HDFC AMC || Campus Recruitment - SCMS Kochi | Selected Student(s)

To: georgejoseph last name <georgejoseph@scmsgroup.org>

Cc: <cynthias@hdfcfund.com>, <sanghamitrar@hdfcfund.com>, <monazv@hdfcfund.com>

Dear George,

We are pleased to inform you the following students have been selected as Management Trainees by our Organization.

Sr.No	First Name	Last Name
1	Anumol	Johny

Kindly ensure the students **do not** sit in for any other recruiting companies hiring process.

Please feel free to call incase of any query.

Alternatively, you may connect with my colleagues **Ms. Cynthia Sunny** at 022 66580236 and/or **Ms. Sanghamitra Dev Roy** at 022 66580280.

Regards,

Nikisha Maria Gomes

Human Resources

HDFC ASSET MANAGEMENT COMPANY LIMITED

"HDFC House" | 3rd Floor | H. T. Parekh Marg |

165-166 | Backbay Reclamation |

Churchgate | Mumbai - 400020.

Landline : 022 66580147

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

From: **Neeraj CM** <NCM@coca-cola.in>

Date: Tue, Jan 2, 2018 at 1:56 PM

Subject: Campus hiring - Selection status

To: George Joseph <georgejoseph@scmsgroup.org>

Cc: Syed Ahamed Saqi <SSaqi@coca-cola.in>, Riju Rajan Rama <RRama@coca-cola.in>

Dear George,

Happy New year from Hindustan Coca-Cola Beverages Pvt Ltd !!!

Firstly, thank you very much for having invited us and for the excellent arrangements made for us when we conducted the campus drive at your institute , In particular we would like to appreciate the warm reception accorded to us as also the facilities provided to us.

We are happy & excited to update you that we have selected the following candidates forward to the final round of interviews held on 15th December 2017

Sl No	Institute	Name	Gender
1	SCMS	K.V. Vinayak Savanth	Male
2	SCMS	Mushthaque Ahamed	Male
3	SCMS	Gayatri S Nair	Female

You can announce the results to the candidates and further proceeds will be updated to you shortly

Neeraj C M
Sales HR | KERALA
M : 9846006733

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