

5.2.1: Number and list of students placed along with placement details

2018 – 19



जवाहरलाल स्नातकोत्तर आधुनिक विद्या एवं अनुसंधान संस्थान
**JAWAHARLAL INSTITUTE OF POSTGRADUATE
 MEDICAL EDUCATION AND RESEARCH (JIPMER)**
 (An Institution of National Importance Under
 Ministry of Health & Family Welfare,
 Govt. of India)
 Puducherry - 605 006. Ph. 0413 - 2272380, 2272390.



IDENTITY CARD



Emp No: **JA5438**
 Name : **ANJANA M G**
 Desig. : **STENOGRAPHER GRADE - II**
 Dept. : **ANAESTHESIOLOGY**

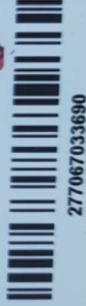
Date of Issue : **23/07/2022** Head of Office

Date of Birth : **31/01/1998**
 Date of Joining : **17/06/2022**
 Date of Retirement : **31/01/2058**
 Blood Group : **A+ve**
 Resi. Address



**NO. 12,
 ROSE PARK,
 MAIN ROAD,
 PETER NAGAR,
 PUDUCHERRY,
 PIN - 605009**

Mobile No: **8281491552**



277067033690

Valid Upto : **22/07/2027** Signature of Employee

भारत सरकार
अंतरिक्ष विभाग
विक्रम साराभाई अंतरिक्ष केन्द्र
तिरुवनंतपुरम - 695022, भारत
दूरभाष : 0471-2562444 / 2562555
फैक्स : 0471-2705345



Government of India
Department of Space
Vikram Sarabhai Space Centre
Thiruvananthapuram - 695 022, India
Telephone : 0471-2562444 / 2562555
Fax : 0471-2705345

General Services Section,
15/11/2019

NO.2/5/GSS/TR/T-10744

OFFICE ORDER

Shri./Smt./Kum.ATHIRA is appointed as TRADE (LAB ASSISTANT) APPRENTICE in the field of LAB ASSISTANT - CHEMICAL PLANT under the Apprentices Act of 1961, as amended from time to time, for a period of one year with effect from the forenoon of 01.11.2019 on a consolidated monthly stipend of Rs.7000/- (Rupees Seven Thousand only) and posted to TRMF/RPP/SPRE for training.

Other terms and conditions of appointment of Shri./Smt./Kum.ATHIRA as trainee will be as mentioned in the Offer of training VSSC/RMT/9.2/TA/971/EE 1452 dated 14.10.2019 and the Contract of Apprenticeship signed/executed by him/her on 01.11.2019 in this regard.

Elizabeth Thomas

(Elizabeth Thomas)
Administrative Officer

To

Shri./Smt./Kum. ATHIRA
CODE T-10744
TRAD APP. (LAB ASSISTANT - CHEMICAL PLANT)
TRMF/RPP/SPRE

Thro' proper channel

26/11/19

डॉ. लक्ष्मी वी एम/Dr. LAKSHMI V M
उप महाप्रबन्धक, टीआरएमएफ/अंतरिक्ष
Deputy General Manager, TRMF/RPP
तिरुवनंतपुरम/Thiruvananthapuram



Athira

भारत सरकार
अंतरिक्ष विभाग
विक्रम साराभाई अंतरिक्ष केन्द्र
तिरुवनंतपुरम - 695022, भारत
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Government of India
Department of Space
Vikram Sarabhai Space Centre
Thiruvananthapuram - 695 022, India
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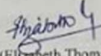
General Services Section,
15/11/2019

NO.2/5/GSS/TR/T-10743

OFFICE ORDER

Shri./Smt./Kum.JINCY JOHNSON is appointed as TRADE (LAB ASSISTANT) APPRENTICE in the field of LAB ASSISTANT - CHEMICAL PLANT under the Apprentices Act of 1961, as amended from time to time, for a period of one year with effect from the forenoon of 01.11.2019 on a consolidated monthly stipend of Rs.7000/- (Rupees Seven Thousand only) and posted to ESD/PCM for training.

Other terms and conditions of appointment of Shri./Smt./Kum.JINCY JOHNSON as trainee will be as mentioned in the Offer of training VSSC/RMT/9.2/TA/971/EE1452 dated 18.09.2019 and the Contract of Apprenticeship signed/executed by him/her on 01.11.2019 in this regard.


(Elizabeth Thomas)
Administrative Officer

To

Shri./Smt./Kum. JINCY JOHNSON
CODE T-10743
TRAD APP. (LAB ASSISTANT - CHEMICAL PLANT)
ESD/PCM

Thro' proper channel



Jincy Johnson

मासंप्रवि (ति) HRMD (T) No. S632 /01.02.05/2022-23

जुलाई July 01, 2022

मेल और स्पीड पोस्ट द्वारा / By mail and Speed Post

Shri Pradeep Sankar
Krishnavilasom
Kizhuvilom P.O
Mamom Attingal
Thiruvananthapuram Kerala 695104
Roll No: 1881003870
Registration No: 390590276

प्रिय महोदय Dear Sir,

स्टाफ – श्रेणी IV - भर्ती - कार्यालय परिचारक - नियुक्ति पत्र
Staff – Class IV – Recruitment – Office Attendant - Appointment Letter

कृपया 09 जून 2022 का हमारा पत्र मासंप्रवि (ति) सं. S498 /01.02.004/2022-23, जिसके द्वारा आपको बैंक की सेवा में कार्यालय

परिचारक के रूप में नियुक्ति करने का प्रस्ताव दिया गया था और उसमें निर्धारित निबंधनों और शर्तों को स्वीकार करते हुए आपके पत्र देखें।

Please refer to our letter HRMD (T) No. S498 /01.02.004/2022-23 dated June 09, 2022 offering appointment as Office Attendant in the Bank's service and your letter of acceptance of the terms and conditions stipulated therein.

2. तदनुसार आपको सूचित किया जाता है कि कार्यालय

परिचारक के रूप में नियुक्ति के लिए, हमारे उपर्युक्त पत्र में उल्लिखित निबंधनों और शर्तों के अधीन, आप 08

जुलाई

2022 को पूर्वाह्न 09.15 बजे बैंक के तिरुवनंतपुरम कार्यालय में रिपोर्ट करें। आपका वेतन ₹17270/- per month (i.e. ₹17,270 – 590 (4) – 19630 – 690 (3) – 21700 – 840 (3) – 24220 – 1125 (2) – 26470 – 1400 (4) – 32070 – 1900 (3) – 37770 (20 साल) के वेतनमान में प्रतिमाह ₹17,270/- होगा।

Accordingly, subject to the terms and conditions as detailed in our above cited letter, you are advised to report to the Bank's office at Thiruvananthapuram by **09.15 am on July 08, 2022**, for taking up appointment as Office Attendant in the pay scale of ₹17270/- per month (i.e. ₹17,270 – 590 (4) – 19630 – 690 (3) – 21700 – 840 (3) – 24220 – 1125 (2) – 26470 – 1400 (4) – 32070 – 1900 (3) – 37770 (20 years).

3. आपको बैंक के तिरुवनंतपुरम/ कोच्चि कार्यालय के किसी भी विभागों में कार्यालय परिचारक के रूप में तैनात किया जा सकता है।

You are liable to be posted as Office Attendant in any of the Departments of the Bank in the Thiruvananthapuram/ Kochi offices.

4. कृपया नोट करें कि आपको सत्यापन के लिए अपने साथ निम्नलिखित मूल प्रमाणपत्र / दस्तावेज लाना होगा जिन्हें वापस कर दिया जाएगा।

- (क) जन्मतिथि का प्रमाण जैसे कि विद्यालय छोड़ने का मूल प्रमाणपत्र
- (ख) एसएससी से लेकर शैक्षिक प्रमाणपत्र यदि कोई, (मूल प्रति)
- (ग) यदि आप अनुसूचित जाति / अनुसूचित जनजाति / अन्य पिछड़ा वर्ग के सदस्य हैं तो सक्षम प्राधिकारी द्वारा निर्धारित प्रारूप में जारी जाति प्रमाणपत्र (यदि पहले ही प्रस्तुत नहीं किया गया हो)।
- (घ) अपने मौजूदा नियोजक (वर्तमान में नियोजित उम्मीदवारों पर लागू) से बिना कोई शर्त के कार्यभार मुक्ति पत्र (यह पत्र बैंक द्वारा रख लिया जाएगा)।
- (ङ) रक्षा सेवाओं द्वारा जारी किया गया मूल अंतिम वेतन प्रमाणपत्र और विमुक्ति प्रमाणपत्र / फॉर्म ए।

Please note that you have to bring along with you the following certificates / documents (in original) for verification and return.

- a) Proof of date of birth such as School Leaving Certificate in original.
- b) Academic certificates (in original), if any, from SSC onwards.
- c) Caste Certificate issued by the competent authority in original, in the prescribed format, if you belong to SC/ST/OBC (if not already submitted).
- d) An unconditional relieving letter (applicable to candidates who are presently employed) from your present employer (to be retained by the Bank).
- e) The original Last Pay Certificate and Discharge Certificate/ Form A issued by the Defence Services.

5. आपकी नियुक्ति इस शर्त के अधीन है कि पुलिस प्राधिकारियों द्वारा आपके चरित्र और पूर्ववृत्त के सत्यापन के संबंध में साँपी गई रिपोर्ट में कोई प्रतिकूल टिप्पणी न हो, और संबंधित प्राधिकारियों द्वारा प्रस्तुत आपके समूह / जाति प्रमाणपत्र की वास्तविकता के अधीन हो गी।

Your appointment is subject to the condition that there is nothing adverse in the report of the police authorities on verification of your character and antecedents and also subject to the report on the genuineness of the community/ caste certificate, if any, submitted by the Authorities concerned after verification of the same.

6. आपकी नियुक्ति एरणाकुलम स्थित केरल उच्च न्यायालय के समक्ष दायर सिविल रिट याचिका संख्या 19529/2022, सुश्री मीनाक्षी पीआर बनाम भारतीय रिज़र्व बैंक, एरणाकुलम स्थित केरल उच्च न्यायालय के समक्ष दायर सिविल रिट याचिका संख्या 20038/2022, श्री जोजी जेम्स बनाम भारतीय रिज़र्व बैंक और एरणाकुलम स्थित केरल उच्च न्यायालय के समक्ष दायर सिविल रिट याचिका संख्या 20462/2022, श्री अजेष के.वी. बनाम भारतीय रिज़र्व बैंक, के परिणामों के अधीन भी हैं।

Your appointment is also subject to the outcome of the Civil Writ Petition No.19529/ 2022, Ms Meenakshi P.R Vs Reserve Bank of India, before the High Court of Kerala at Ernakulam, Civil Writ Petition No.20038/ 2022, Shri Joji James K Vs Reserve Bank of India, before the High Court of Kerala at Ernakulam, and Civil Writ Petition No.20462/ 2022, Shri Aghesh K. V Vs Reserve Bank of India, before the High Court of Kerala at Ernakulam.

7. कृपया नोट करें कि उक्त तारीख को आपके द्वारा नियुक्ति के लिए रिपोर्ट न करने पर यह समझा जाएगा कि आप बैंक में नियुक्ति स्वीकार करने के लिए इच्छुक नहीं हैं और आपको आगे कोई पत्र लिखे बिना आपका नाम 'चयन सूची' से हटा दिया जाएगा।

इसके अलावा, आपको बैंक की रिपोर्टिंग की तारीख पर रिपोर्टिंग समय से 72 घंटे से पहले आरटी पीसीआर परीक्षण का कोविड -19 नकारात्मक प्रमाण पत्र लाना होगा।

Please note that in case you fail to report for taking-up appointment on the said date, it will be presumed that you are not interested in taking-up appointment in the Bank and your name will be deleted from the 'Select List' without any further communication to you. Also, you are required to bring a Covid-19 negative certificate of RT PCR test conducted not more than 72 hours prior to reporting time on the date of reporting to the Bank.

8. कृपया प्राप्ति सूचना दें।

Please acknowledge receipt.

भवदीय Yours faithfully,



(वी. हरिप्रसाद/ V. Hari Prasad)

उप महाप्रबंधक Deputy General Manager



PRADEEP SHANKAR



No.P&A./1/36/TA(Cardio.)-(T)/SCTIMST/2022

Dated:01.09.2022

Ms. RAJI KRISHNA R C
R.C BHAVAN, KIDANAYAM
KUTHIRAKULAM P O
VENBAYAM-695615

Sir/Madam,

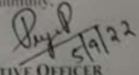
Sub: Offer of appointment to the post of Technical Assistant (Cardiology)—Temporary.

With reference to the Interview you had with the Board of Selection on 29/08/2022, we are pleased to offer you temporary appointment to the post of **Technical Assistant (Cardiology)**, subject to the following conditions:-

1. The appointment is full-time.
2. You are offered a consolidated pay of **Rs.28,500/- (Rupees Thirty Eight Thousand and Five Hundred only)** in accordance with the rates and subject to such conditions as the Institute may prescribe from time to time.
3. The appointment is purely temporary and is for the period till the regular employee joins duty subject to a maximum of 179 days, and is liable to be terminated at any time without any prior notice.
4. The appointment will be valid only if (i) you satisfy that you are of sound health, active habits and free from any bodily defect of infirmity rendering yourself unfit for services (ii) you do not have more than one spouse living, and (iii) the Institute is satisfied that your character and antecedents are such as to qualify yourself fit for service.
5. The appointment can be terminated by the employee on one month's notice to the other or in lieu payment of one month's of salary and by the employer without any notice.
6. Except to the extent expressly provided by the Institute, the rules and orders issued by the Institute from time to time shall be applicable to you.
7. You will be entitled for only 15 days of casual leave for six months service (on pro-rata basis) and will not be eligible for any other benefits applicable to regular employees.
8. The appointment will further be subject to producing the following at the time of joining duty.
 - (a) All original certificates in support of your Educational qualifications, Date of birth, Caste (SC/ST/OBC), Experience etc.,
 - (b) Relieving order from the present employer, if employed
 - (c) One recent passport size color photograph in white background
 - (d) Covid 19 negative certificate (obtained within 48 hrs prior to joining)

If the offer of appointment is acceptable to you on the conditions stipulated above, please convey your acceptance **immediately** and report for duty **on or before 07.09.2022** along with the above mentioned documents. If nothing is heard from you within the stipulated time, this offer of appointment will stand cancelled without any further reference to you.

Yours faithfully,


ADMINISTRATIVE OFFICER

vivo Y12s

RajiKrishna C



Fathima S N
Technologist - Neurology
Neurology | ID: 11000249

Blood Group: A+ve
Emergency Contact: +91 9446613882



MEITRA
HOSPITAL

MEITRA/HR/APPTLTR/2022/178

01.02.2022

To,

Ms. Fathima S N
Fathima Villa, Pullampara(P.O),
Venjaramoodu, Kerala, India, 695607

Appointment Letter

Dear **Ms. Fathima S N**,

We have pleasure in appointing you as **Technologist - Neurology** in the department of **Neurology** at Meitra Hospital (a unit of Premium Medical and Healthcare Providers Private Limited) effective 01.02.2022 on the following terms and conditions:

1. Placement & Compensation.

You will be placed in **Band: A-2** of the Company and will be entitled to Compensation of **Rs 287712/-** (Rupees Two Lakhs Eighty-Seven Thousand Seven Hundred Twelve Only) Per Annum., the details of the Compensation are explained in **Annexure I**. Compensation will be governed by the rules of the Company on the subject, as applicable and/or amended hereafter. Applicable TDS will be deducted as per the Government Norms.

2. Posting & Transfer

Your initial posting will be at Calicut/Kozhikode. Also, your services are liable to be transferred, at the sole discretion of the Management, in such other capacity as the company may determine, to any department / section, location, associate, sister concern or subsidiary, at any place in India or abroad, whether existing today or which may come up in future. In such a case, you will be governed by the terms and conditions of the service applicable at the new placement location.

3. Probation

You will be on probation for a period of six (6) months. The period of probation can be extended at the discretion of the Management and you will continue to be on probation till an order of confirmation has been issued in writing. During the probation period, should you desire to leave the services of the Company, you will have to give one-month notice or gross salary in lieu thereof. After the completion of the probation period the notice period shall be of one-month or gross salary in lieu thereof. Similarly, the Company shall be entitled to terminate your employment at any time by giving you one-month notice or gross salary in lieu thereof during the probation period and one-month notice or gross salary in lieu thereof after the completion of the probation period.



4. Increment

Your annual increment will be solely based on your efficient and satisfactory performance as well as the discharge of your duties and can be withheld in case your work and performance are not satisfactory of which the employer will be the sole judge or may be accelerated if the same are adjudged to be commended at the discretion of the management. The grant of increments will be subject to financial viability of the Organization.

5. Full time employment

Your position is a whole-time employment with the Company and you shall devote yourself exclusively to the business and interests of the company. You will not take up any other work for remuneration (part time or otherwise) or work in an advisory capacity, or be interested directly or indirectly (except as shareholder / debenture holder), in any other trade or business during your employment with the company, without permission in writing of the CEO of the Company. You will also not seek membership of any local or public bodies without first obtaining specific permission from the CEO.

6. Leaves

You will be entitled to leaves as per Company Policy.

7. Confidentiality

You will not, at any time, during the employment or after, without the consent of the Chief Executive Officer disclose or divulge or make public, except on legal obligations, any information regarding the Company's affairs or administration or research carried out, whether the same is confided to you or becomes known to you in the course of your service or otherwise.

8. Intellectual Property

If you conceive any new or advanced method of improving designs/ processes/ formulae/ systems, etc. in relation to the business/ operations of the Company, such developments will be fully communicated to the company and will be, and remain, the sole right/ property of the Company. During the term of your employment with Company, you will not directly or indirectly compete against Company, or directly or indirectly divert or attempt to divert Customers' and/or business of the company. The term "Customer" means any individual or entity for whom/which Company has provided goods, products or services. Employee acknowledges that all Company's customers, licensors, licensees, suppliers, consultants are the property of Company and that you have no rights to same and shall not use same for your personal benefit. Your relationship with them shall be in accordance with the restrictions contained herein.

9. Work Place Responsibilities & Duties

Your work in the organization will be subject to the service rules / standing orders of the organization as laid down in relation to conduct, discipline and other matters.

Building No. 38/2208 - B, Karaparamba-Kunduparamba Mini Bypass Road, Edakkad Post, Kozhikode.
PIN - 673 005, Kerala, India | hr.support@meittra.com | Tel: +91 49571 23456 | www.meittra.com

Health. Hope. Happiness

A Unit of Premium Medical and Healthcare Providers Pvt. Ltd., Regd. Office: 1052, Anjashri Road, Jaya Enclave 3rd Floor, Coimbatore, Tamil Nadu - 641016, India CN - UH99972203PTC09896 | GST - 32AAHCN052P28



kef

You must effectively perform to ensure results. You shall throughout your service with us, conduct yourself in a manner befitting a responsible employee of the company and maintain absolute integrity. On need basis you will be required to extend the working hours, work in rotational shifts which include weekends and will be required to travel to other places individually or in group for meetings or promotional activities related to the organization. You shall not participate in any illegal activities / events or protest or induce, influence or persuade other colleagues for participating in any illegal activities / events or protest which may cause damage or hindrance to the work and reputation of the hospital. In case your behaviour or conduct is found wanting or undesirable or failing to follow companies standing orders or service rules, the company reserves the right to terminate your services without any compensation or notice or salary in lieu thereof. You will at all times obey the lawful orders of your superiors in the company and will not divulge or communicate to any person or persons, natural or juristic, any information (whether of technical, commercial or general nature) about the affairs of the company or of their Management.

10. Records

You would be required to submit the requisite documents like educational certificates, identity proof, residence proof, proof of last drawn salary, experience if any etc. at the time of your joining, failing which company reserves the right to withdraw this employment agreement. The expense incurred by the company for verification will be deducted from the 1st month salary, if applicable.

If any declaration given, or information furnished by you, to the company proves to be false, or if you are found to have willfully suppressed any material information, in such cases, you will be liable to removal from services without any notice.


11. Retirement

The retirement age is 60 years. You will retire from the employment of the Company at the end of the month in which you attain 60 years of age. The management has, its own discretion to extend the services of employee who has attained 60 years of age.

12. Termination of Employment

The Company may terminate your employment, with immediate effect by a notice in writing (without salary in lieu of notice), in the event of your misconduct, including but not limited to, fraudulent, dishonest or undisciplined conduct of, or breach of integrity, or embezzlement, or misappropriation or misuse by you of the Company's property, or insubordination or failure to comply with the directions given to you by persons so authorized, or your insolvency or conviction for any offence involving moral turpitude, or breach by you of any terms of this Agreement or the Company Policies or other documents or directions of the company, or irregularity in attendance, or your unauthorized absence from the place of work for more than five working days, or closure of the business of the Company, or redundancy of your post in the Company, or upon you conducting yourself in a manner which is regarded by the Company as prejudicial to its own interests or to the interests of its clients. At the time of termination of your employment, if there are any dues from you, the same may be adjusted against any money due to you from the Company on account of salary, bonus or any other such payments.

Building No. 3872208 at Karaparamba, Kuroogalambal West Byepass Road, Esakkal Post, Kozhikode.
PIN - 673 005, Kerala, India. | hr.support@meitra.com | Tel : +91 49571 23456 | www.meitra.com

 **Health. Hope. Happiness**

A Unit of Premium Medical and Healthcare Providers Pvt. Ltd., Regd. Office: 1057 Avinashi Road, Jaya Enclave 3rd Floor, Coimbatore, Tamil Nadu - 641018, India CIN - U74997Z2013PC09896 | GST - 32AAHC2425

PEOPLE & CULTURE

Upon termination of employment, you will immediately hand over to the Company all correspondence, specifications, formulae, books, documents, market data, cost data, drawings, affects or records belonging to the Company or relating to its business and shall not retain or make copies of these items. Upon termination of employment, you will also return all company property, which may be in your possession.

13. Contractual Responsibilities, Dispute Resolution

You understand the legally binding nature of this Agreement. You acknowledge that you have been advised by Company to review the terms of this Agreement with legal counsel of your choice and that you have been given reasonable opportunity to seek such legal advice. It is expected of you that you will not sign any documents without the prior written permission of the Company and will not bind the Company/Management by any illegal, unlawful and criminal liability, or anything unacceptable to Company. In case you commit any breach of trust or privilege in discharge of your duty, you will be personally liable for the consequences of your acts and omissions.

You agree that the interpretation and enforcement of this Agreement shall be governed by the laws of India and all disputes arising out of or in connection with this Agreement shall be referred to a Sole Arbitrator to be appointed by Company in accordance with the provisions of the Indian Arbitration and Conciliation Act, 1996. The venue for arbitration will be Calicut/Kozhikode. Both the parties to the Arbitration shall bear their respective cost.

You will not make or cause to be made any offer, gift or payment, consideration or benefit of any kind, which would or could be construed as an illegal or corrupt practice, either directly or indirectly to any party, as an inducement or reward in relation to the performance of your duties on behalf of the Company or in relation to any activity of the Company. Any such practice will be deemed to bring disrepute to the Company and shall form grounds for immediate termination of this Employment Agreement.

You hereby declare that you have no criminal/negligence cases filed against you and that you have not been convicted by a Court of Law in the past.

The policies which are in force and/ or are framed from time to time need to be followed by you. The terms and conditions of your employment can be changed without any reference to you and the same shall be binding upon you as is applicable to other team members of your grade / level / function / department of the company.


14. Medical Fitness


The continuance of this appointment is subject to your being sound and continuing to be medically, physically and mentally fit.

Please confirm your acceptance of the appointment on the above terms and conditions by signing and returning a copy of this letter for our records.

Yours faithfully,

For Meitra Hospital


Kapil Gupta
Vice President – People and culture

Ms. Fathima S N
Signature: 

Building No. 38/2208 - II, Karaparamba-Kunduparamba Mini Bypass Road, Edakkad Post, Kozhikode,
PIN - 673 005, Kerala, India | hr.support@meitrahospital.com | Tel: +91 49571 23456 | www.meitrahospital.com

Health. Hope. Happiness

Kef

Employee Name	Fathima S N	
Designation	Technologist -Neurology	
Department	Neurology	
Date of Joining	On or before - 02.02.2022	
Monthly Components	Rs. (PM)	Rs. (Per Annum)
Basic	20,000	2,40,000
DA	586	7,032
Extra Allowance	600	7,200
Fixed Pay	21,186	2,54,232
Provident Fund (Employer Contribution)	1,800	21,600
Gratuity (Employer Contribution)	990	11,880
Total Fixed CTC	23,976	2,87,712
Total Annual CTC		2,87,712

- * Taxes (as applicable) shall be on the hands of employees.
- * The employer shall facilitate the employee contribution of Provident fund from the Fixed Pay.
- * You will be entitled for the gratuity as per the payment of Gratuity Act 1972.
- * Compensation Structure is subjected to change without effecting emoluments adversely.
- * The Compensation structure shall be confidential between employer and employee.

For Meittra Hospital

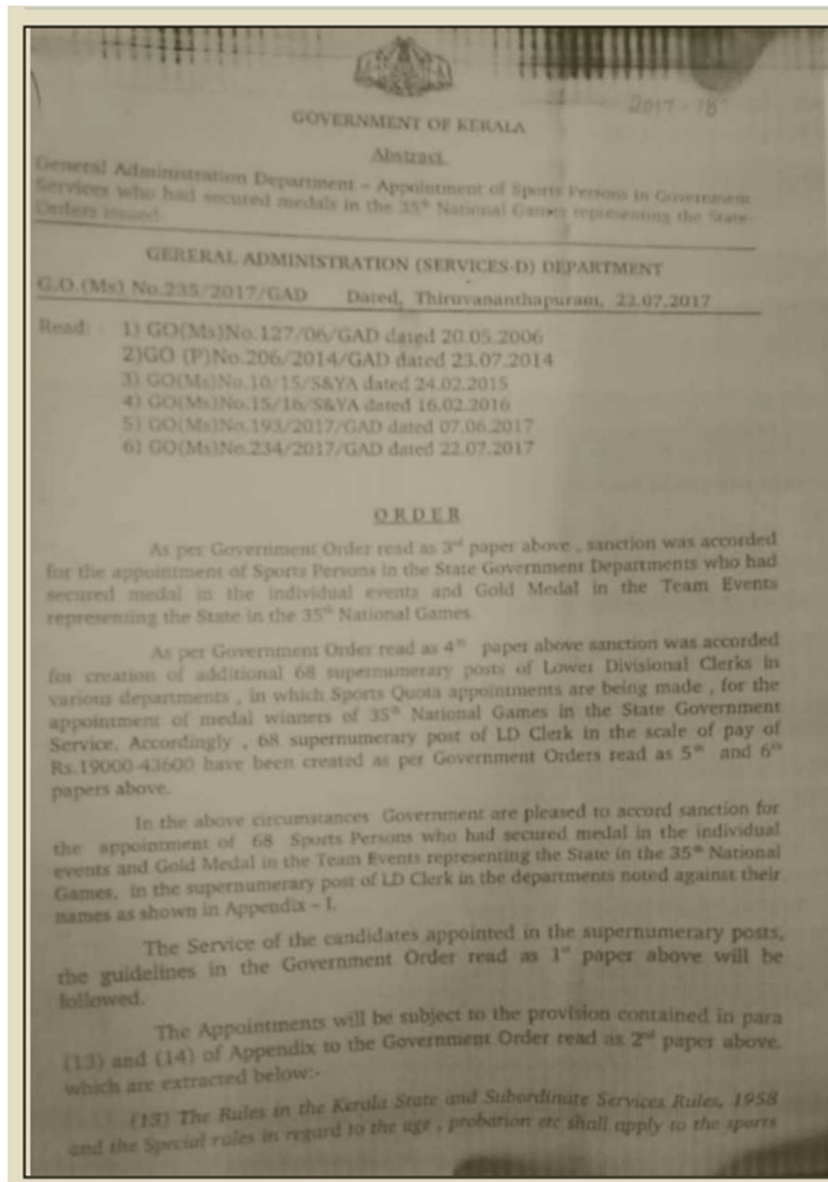
Kapil Gupta
Kapil Gupta
VP - People & Culture

Name : FATHIMA S N

Signature: *Fathima S N*



FATHIMA SN



MANU GEORGE					
Post: 477/208					
Medals:	24.01.1998	Blue Team	Tripunithura	Silver	Land Revenue
Department:				Food	
Division:				Events	
File: 481/208					

Manu George

WEBSITE: www.keralapsc.gov.in



E-MAIL: dotvm.psc@kerala.gov.in
Telephone No.0471-2448188

KERALA PUBLIC SERVICE COMMISSION
DISTRICT OFFICE, THIRUVANANTHAPURAM

No: DTB (1)440389/21

Thiruvananthapuram,
Dated: 15.10.2022

From

The District Officer,
K.P.S.C. District Office,
Patton, Thiruvananthapuram.

To

ASWIN A P
DEVAGIRI
ALTHARAMUKKU PULIMATH
PULIMATH P O
THIRUVANANTHAPURAM - 695612

Sir,

Sub: *Advice for appointment as Lower Division Clerk on Rs.19,000 – 43,600/- in the JUDICIARY (CIVIL) Department, Thiruvananthapuram District.*

You are informed that you have been advised for recruitment as **Lower Division Clerk on Rs.19,000 – 43,600/-** in the JUDICIARY (CIVIL) Department in BC turn. The selection is subject to Rule 3(C) and 10 (b) of the Kerala State and Subordinate Service Rules, 1958.

Further instructions will be issued to you in due course by the above Department.

Yours faithfully,

**For DISTRICT OFFICER,
K.P.S.C. DISTRICT OFFICE,
THIRUVANANTHAPURAM.**

- NB:-
- 1.If posting orders are not received from the above Department/Institution within a period of three months from the date of advice letter, the fact may be intimated to this office.
 - 2.If and when thrown out of appointment on the termination of the vacancy you should apply to this office immediately for re-registration, with the original relieving certificate in the proper form obtained from the Department, subject to the provisions contained in Rule 7(b) of the General Rules.
 - 3.You are directed to produce advice Original Memo before the appointing authority at the time of joining duty.

Akhil S

WEBSITE: www.keralapsc.gov.in

E-MAIL : dotvm.psc@kerala.gov.in
Telephone No:0471-2448188



KERALA PUBLIC SERVICE COMMISSION
DISTRICT OFFICE, THIRUVANANTHAPURAM



No. DTG(1)386808/2020

Thiruvananthapuram
Dated :16-06-2023

From

THE DISTRICT OFFICER,
KERALA PUBLIC SERVICE COMMISSION,
DISTRICT OFFICE, THIRUVANANTHAPURAM

To

59. AKHIL S

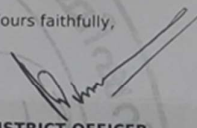
Sir ,

Sub :- Advice for appointment as **Police Constable** on **Rs. 31100 - 66800/-** in **Kerala Police Service**, Thiruvananthapuram District. - Reg

You are informed that you have been advised for recruitment as **Police Constable** on **Rs. 31100 - 66800/-** in the **Kerala Police Service** against **BC** Turn. The selection is subject to Rules 3(c) and 10(b) of The Kerala State and Subordinate Service Rules-1958.

Further instructions will be issued to you in due course by the Appointing Authority concerned.

Yours faithfully,


for **DISTRICT OFFICER**
KERALA PUBLIC SERVICE COMMISSION
DISTRICT OFFICE, THIRUVANANTHAPURAM

- N.B:-**
- 1. If posting orders are not received from the Appointing Authority concerned within a period of 3 months from date of this letter, the fact may be intimated to this office.**
 - 2. You are directed to produce this Advice Memo before Appointing Authority at the time of joining duty and also at the time of Service Verification.**
 - 3. If and when throwout of appointment on the termination of vacancy, you should apply to this office immediately for re-registration with the original relieving certificate in the proper form obtained from the Authority concerned, subject to the provisions contained in Rule 7(b) of the General Rules.**
 - 4. Advice and appointment will be subject to the result of the OP (KAT) No.65/2023.**



Card No: 11



**KERALA GOVERNMENT
ADMINISTRATION OF JUSTICE-
JUDICIARY**



PEN : 913554

DEVIKA S

L D Typist

**ADMINISTRATION OF JUSTICE-
JUDICIARY**

Valid upto : 09/09/2026 *Revised Joy*

BIJIMOL JOY

**SHERISTADAR
SUB COURT, THIRUVALLA**

Date of Issue : 09/09/2021

Residential Address

**3766 GOKULAM, UDHAYAPURAM,
KATTAYIKONAM, Thiruvananthapuram.**

Phone : 9188099266

Date of Birth : 23/05/1998

Blood group :

PAN :

Driving License :

Employee Signature

1. The holder of this card is responsible for its safe keeping.
2. The holder while on duty must produce this card on demand by security staff or any other officer authorised by the Govt.
3. Loss or theft of this card must be immediately reported to the Security/Authorised Signatory.
4. A charge will be levied for issue of a new card.
5. This card is non-transferable and must be surrendered immediately upon retirement or cessation of employment.

D. 5199/21



PROCEEDINGS

Civil Judicial Department - Establishment - Appointment of L.D. Typist on Rs. 19000-43600/- (Pre-revised) - Orders issued.

- Read:- 1. Letter No. PTA II (1) 181640/19 dated 22.06.2021 of the Kerala Public Service Commission, District Office, Pathanamthitta.
2. Rule 3(c) Clause (1) of the Sub Rule (a) to Rule 9 & Rule 10 (b) of the Kerala State and Subordinate Service Rules, 1958
 3. G.O (P) No. 20/2013/Fin dated 07.01.2013.
 4. G.O (P) No. 149/2013/Fin dated 03.04.2013.
 5. G.O (P) No. 209/2013/Fin dated 07.05.2013.
 6. Order No. JS-1-5079/2019 dated 11.06.2021 of the District Court, Pathanamthitta.

ORDER No. JS-1-5079/2019

The under mentioned candidate who is advised by the District Officer, KPSC District Office, Pathanamthitta for appointment as L.D. Typist in this department are temporarily appointed as L.D. Typist on Rs. 19000-43600/- (Pre-revised) in this department in view of the Rule cited as 2nd paper above and posted as such in the Court mentioned against her name below.

1	DEVIKA S GOKULAM, UDAYAPURAM, KATTANAYAKKAL P.O THIRUVANANTHAPURAM, PIN-695584	Sub Court, Thiruvalla in the existing vacancy.
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The candidate is directed to report for duty before the Presiding Officer concerned within 15 days on receipt of the appointment order, failing which her appointment will be cancelled without further notice.

The candidate should produce necessary certificates in original required under the Kerala Service Rules to prove her date of birth, qualification, community etc. all of which will be verified before she is admitted to duty with reference to the details furnished in the advice list of PSC which is furnished below.

The candidates will be admitted to duty only on production of a Medical Certificate required under Rule 13, Part I, Kerala Service Rules, obtained from a Medical Officer not below the rank of an Assistant Surgeon and Conduct Certificate in Form No. II (2 Nos.) (Specimen attached) obtained from different Gazetted Officers. The Medical Certificate should contain thumb impression of the incumbent and his/her photograph duly attested by the Medical Officer who issued the certificate. The candidates should produce the enclosed proforma duly filled in and signed by them at the time of joining duty.

The Presiding Officers concerned shall satisfy themselves about the identity and signature of the candidates before they are allowed to join duty. For this purpose, One Time Verification Certificate which includes the scanned image of photo and signature of the candidates is enclosed herewith after noting therein his/her Sl. No. in the advice letter. The photograph and the signature of the candidates shall be verified with the One Time Verification Certificate and the fact should be recorded by the Presiding Officers on the original One Time Verification Certificate itself. If there is any discrepancy, the candidates should not be allowed to join duty and the fact should be reported to this office forthwith. After the candidates are allowed to join duty, the original One Time Verification Certificate shall be kept under the safe custody of the Presiding Officers.

The candidates will produce a Service Book immediately on joining duty and the Presiding Officers concerned will forward to this office the duly attested copy of the relevant pages of the Service Book containing Name and Address, Signature, Left thumb and finger impressions, the personal identification marks of the incumbent, details of appointment (including the term of advice) and the original One Time Verification Certificate within a maximum period of one week from the date of joining duty for being forwarded to the Public Service Commission for the purpose of regularization of temporary appointment. The

original One Time Verification Certificate which will be returned after the verification of the appointment by the Public Service Commission and the Appointment Verification Certificate should be pasted in the Service Book of the incumbent.

Oath of allegiance to the Government of India and to the Constitution of India will be got administered to the candidates and one copy of the same will be pasted in the Service Book and one copy in the confidential report of the candidates.

The Government Orders read above regarding the National Pension System (NPS) is applicable to the incumbent and the Presiding Officer will comply with the instructions contained therein.

Further the candidates are informed that in the event of discharge from service for want of vacancy, they may either re-register their name in the Office of the PSC from where they were advised and got themselves re-appointed on further advise by the PSC or they may wait for their turn for re-appointment to the post in the Department, in case he/she desires to continue as probationer in the post from which they were discharged (vide Government Circular Memorandum No.3737/Rules-1/90/P&ARD dated, 12.02.1991).

The particulars of the candidate as shown in the advice list is given below.

Sl. No	Name & Address of candidate	Name of Father or guardian	Date of birth	Qualification & experience	Date of earliest effective advice, if any.	Whether advised against OG turn or Reservation turn.
1	DEVIRA S GOKULAM, UDAYAPURAM, KATTAYIKONAM P.O THIRUVANANTHAPURAM, PIN-695584 (U.L.Z: IAVA)	SANTHAKUMAR B N	23.05.1998	1.SSLC 2. Typewriting English and computer Word Processing (Lower) 3. Type writing Malayalam (Lower) 4. Computer Word Processing Malayalam (Lower)		Reservation Turn

Sd/-
K.R.MADHUKUMAR
DISTRICT JUDGE

To

1. The Registrar (District Judiciary), Hon'ble High Court of Kerala (with C/L).
2. The Sub Court, Thiruvalla.
3. The incumbent (By Registered Post with A/D)
4. The Court Manager and A1 seat of District Court, Pathanamthitta.
5. The Secretary, KCSO District Committee, Pathanamthitta.
6. Stock File/File.

//True Copy//

(By Order)

SHERISTADAR

3/6

ETPK SEZ PHASE - III

PERMANENT IDENTITY CARD
(See Rule-70)



Name : Nandakishore Manjith
Designation : HR Recruiter
Company/Unit : Nissan Digital India, Yamuna
Valid Upto : 31.10.2027


Issuing Authority
Development Commissioner
(CSEZ)

THEIRUVANANTHAPURAM
TECHNOPARK
HARMONY@WORK



Schedule A

Assignment Details

Customer : Nissan Digital India LLP
Place of Assignment : Trivandrum
Increment Date w.e.f. : 01-Oct-2023
End date of Assignment : 06-Oct-2024
Salary Break-up :

Salary Header	Amount
Basic	16000.00
HRA	8000.00
Other Allowance	13396.00
Statutory Bonus Monthly	883.00
Insurance CM	150.00
EDLI Charges CM	75.00
EPF ER	1920.00
PF Admin Charges	80.00
Total CTC	40504.00
Gross Salary	38279.00
PF	1920.00
Net Salary	36359.00

* - Labor Welfare Fund (Rs . 50.00) will be deducted from employee's salary as per state Government norms and applicability period.

* - Labor Welfare Fund (Rs . 50.00) towards employer's contribution as per state Government norms and applicability period.

* - Income tax and Professional tax as applicable will be deducted.

All taxes will be deducted as applicable by law. Your salary is strictly confidential.

For ManpowerGroup Services India Pvt. Ltd.

Dipankar Das
Head Staffing Operation
Authorized Signatory

Signature
Accepted By Nandakishore Manjith

Harikrishnan



KOZHICODE
07-08-2023

Sri. Hari Krishnan R S
Nandanam (H)
TC 10/926(36), VRA-115A
Mannanmoola, Peroorkada
Trivandrum- 695005

Dear Hari Krishnan,

We have pleasure in informing you that you have been provisionally selected for the post of **Organiser- Event Operations** in Mathrubhumi for a period of one year from the date of appointment. On expiry of the contract period, based on your performance, the contract will be extended for further terms.

Your Headquarters will be initially at Mathrubhumi, Kozhikode.

You are liable to be transferred from one job to another, one department to another or from one Unit/Branch to another Unit/ Branch, anywhere in India, whether existing at present or to be set up in future.

The details of your salary on a cost to company (CTC) basis per month is as shown below:

Particulars	Amount per Month(Rs)	
Basic Salary	10,000.00	
Fixed DA	3,000.00	
Personal Pay	3,500.00	
HRA	2,000.00	
Transport Allowance	1,000.00	
Medical Allowance	1,000.00	
Other Allowance	3,500.00	
Gross Salary	24,000.00	
Company Contribution to PF	1,980.00	You will also contribute an equal amount, as per rules.
Gratuity	481.00	Notional value equated monthly. Payable as per the provisions of the Payment of Gratuity Act or other applicable rule
Food Allowance	1,560.00	Cash equivalent of Food Coupons at Company Canteen
Mathrubhumi Daily	225.00	
Total Cost to the Company	28,246.00	

All the above referred payments are subject to necessary tax and other statutory deductions as are applicable. You will also contribute towards Employees' contribution to Provident Fund as per rules.

Kindly let us know whether the above terms are acceptable to you, so as to enable us to issue the formal appointment order. Also let us know your earliest possible date of joining.

Thanking you,
Yours sincerely,
Sd/-

G. Anand
Senior General Manager- HRD
Mathrubhumi, Kozhikode

Date: 06th July 2023

Ms. Meera Krishnan
Sreebhavan, TC - 42/285(1),
Devi Nagar, Muckollackkal,
Manacaud. P. O, TVM - 695009.

OFFER LETTER

Dear Meera Krishnan,

Welcome to Olive Group!

We have pleasure in appointing you at Upskill Innovative Solutions Pvt. Ltd of Olive Group as "Jr. instructional Writer" (Job Band 2) at our Trivandrum office on the following terms and conditions.

Appointment

- Your date of joining the services of the company will be on or before 10th July 2023.
- Your initial posting shall be in Trivandrum office. You may be transferred to any other offices of the Company in India or abroad in accordance with Company's rules and regulations in force at that time.
- Your appointment is subject to your written acceptance of this Offer Letter, verification of your testimonials, receiving satisfactory reports from your references and you being found medically fit for the job. You will be relieved from the employment if found unfit for the job.
- You will be under probation for a period of 3 months.
- During the probation period, either side can terminate the employment contract by giving 30 days' notice. After probation, either side can terminate the services by giving a notice of 30 days in writing or payment of basic salary in lieu thereof.

Salary

Your gross annual fixed compensation will be **Rs. 273,877/- (Rupees Two Lakh Seventy Three Thousand Eight Hundred and Seventy Seven Only)**; it includes allowances and statutory benefits as per Company policies, the details of which is provided in Annexure 1

Confidentiality

You shall not give out to any unauthorised person, particulars or details of the projects you are assigned to work on or about the operations, plans, administration and organisational matters, concerning the Company or its associates or its clients, that you may have come to know by virtue of being part of a project and shall both, during and after your contractual engagement with the Company, take all reasonable precautions to keep such information confidential. You also understand that all data and information including digital content, specifications, figures, strategies, plans and client lists which you come to know or pursue during the course of your employment are Company's property and should be treated as confidential and shall not be divulged to any person outside the organisation. In case of default by you in this regard, you shall be liable to disciplinary actions and shall be liable to compensate any claim the Company is put to sustain in that regard.

Other terms of employment

- Your working hours, leaves etc. will be governed by the rules and regulations as applicable to the Business Entity in which you are employed.
- You shall not disclose any information pertaining to the Company's business activities to any unauthorised person either during or after your employment with the Company.
- You are required to conduct yourself professionally at all times, in the course of your duty.
- The Company may take disciplinary action against you in the event of a misconduct committed by you that may tarnish



Sanjana

LOURDES MATHA CATHOLIC EDUCATIONAL SOCIETY
Lourdes Centre, PMG Jn, Thiruvananthapuram – 695 004
Phone: 0471- 2302481

Proceedings No: LMCES/ES/81/11(05)2023 dt 18/08/2023

Sub: Lourdes Matha Catholic Educational Society – Establishment – Appointment of Assistant Professor, in the Department of English in Lourdes Matha College of Arts And Science (LMCAS) at Kuttichal – orders issued

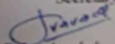
Ref: 1. Application Received from Ms. Sanjana K Chandran dt: 12/10/2023
2. Interview Held On 13/10/2023

The Management of the Lourdes Matha Catholic Educational Society is pleased to appoint Ms. Sanjana K Chandran as Assistant Professor in the Department of English in Lourdes Matha College of Arts and Science, Kuttichal, Thiruvananthapuram for a period of one year on contract basis with effect from 17th October 2023 on a consolidated pay of Rs. 18000 /- per month.

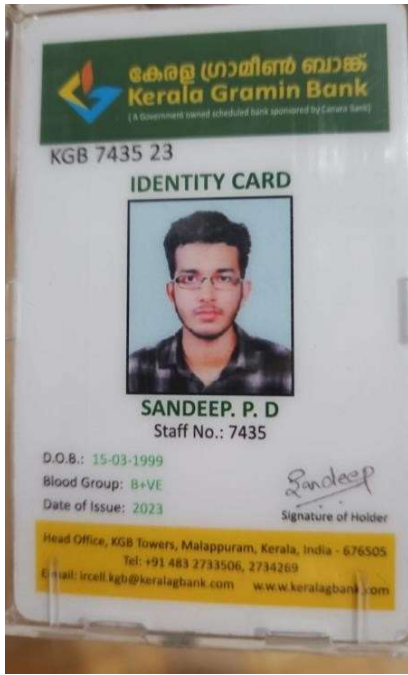
At least three months' notice has to be given to the management for relieving from the post. One month's salary will be deducted if you fail to successfully complete the contract period. In addition to the routine work, you are liable to do any other work assigned to you by the authority.

A Copy of this order may please be returned duly signed by as your acceptance.

To,
Ms. Sanjana K Chandran
Karthika
Ayoor P O

Secretary

Fr. Bejoy Arackal

Copy to
1. The President, LMCES
2. The Bursar, LMCES
3. The Principal, LMCAS
4. The Accounts & Establishment Sections
5. The personal file



23016118015 Sandeep PD



23016118034 Midhuna Rajendran

HR TALENT ACQUISITION & DEPLOYMENT



HR TAD/B/PR-41955/OFP-278/2023-24

05 June 2023

Hearty Welcome!



Dear Abhijith A D ,

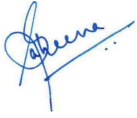
It gives us immense pleasure to formally welcome you to be a part of this great institution, which has grown tremendously over the years and looking forward to conquer new heights in the years to come. We are sure that you would definitely want to build an enduring relationship with this institution, which will in turn offer you exciting and challenging career opportunities to grow and develop yourself.

We have made necessary arrangements for your smooth induction into our system. In case you need any clarifications or support from our end, please feel free to contact us at postings@federalbank.co.in.

The details of the offer of appointment made to you are annexed to this letter.

Wishing you all success,

Yours Sincerely,



Sabeena Shaji A
Vice President (HR)

To

Mr. Abhijith A D
Thanal

Market Road

Near Nirmal Ingane Gas Agency
Thiruvananthapuram, Kerala-695607

Offer of appointment to Mr. Abhijith A D as Probationary Officer in Scale I

You have been selected for appointment in the Bank as Probationary Officer in Junior Management Grade in Scale I on the basis of your performance in the Campus selection process.

Place of Posting/ Date of Joining

Your initial place of posting will be at Branch/Office: Engandiyur situated at 7/580J, Geethanjali Shopping Complex, Engandiyur P O, Pokkulangara, Thrissur, Kerala-680 615. You will have to join Branch/Office: Engandiyur on 27/06/2023 after completion of the orientation programme.

Pre Induction e-Learning & Orientation programme

As part of continuous learning approach, Bank will be conducting a pre-induction self-learning programme which will help you to understand basic banking functions and concepts. Completing this e-learning programme is a pre-requisite for joining the Induction/Orientation programme, details of which will be intimated to you in due course by Federal Academy of Career Excellence (FACE).

Please report at Federal Academy of Career Excellence (FACE), Federal Heights, Bye Pass Junction, Aluva - 683 101, Kerala on 19/06/2023 before 09.00 a.m., for a five-day orientation programme from 19/06/2023 to 23/06/2023. The appointment will be effective from the date of commencement of the orientation programme. On completion of the orientation programme on 23/06/2023 at 05.00 p.m, you will have to report for duty on 27/06/2023 at the Branch/Office to which you are posted. Accommodation will be provided at Federal Academy of Career Excellence (FACE) from 18/06/2023 onwards. The offer of appointment will be valid only up to 19/06/2023.

Remuneration

You will be on a pay scale of ₹ 36000-1490 /7-46430-1740 /2-49910-1990 /7-63840 as applicable to Officers in Scale I of the Bank. The total monthly emoluments eligible to be received by an Officer in Scale I with Basic Pay ₹ 36000/- at Aluva would be as follows:

Particulars	Amount (Rs.)
Basic Pay	36000.00
Special Allowance	5904.00
Dearness Allowance	17732.67
HRA (Leased Accommodation)	15150.00
Learning Allowance	600.00
City Compensatory Allowance/Location Allowance	1400.00
Total	76786.67

- Amount of leased accommodation will vary according to the place of posting. Those who are not availing the leased accommodation/quarters facility are eligible for HRA at the rate of 7% to 9% of Basic Pay depending upon the place of posting.
- City Compensatory Allowance (CCA)/Location allowance would be payable at specified centres and would change depending upon the place of posting. Detailed monthly emoluments /allowances is annexed.

During the period of probation/on confirmation in service, you will also be eligible for the facility of fixed conveyance allowance or cost of fuel on declaration, reimbursement of hospitalisation expenses, medical aid, reimbursement of entertainment expenses, reimbursement of cost of cleansing materials, closing allowance, Digital Promotion allowance, reimbursement of cost of brief case / office bag (on confirmation), reimbursement of

cost of newspapers (after completion of one year of probation), reimbursement of cost of visiting cards (on confirmation), club allowance (on confirmation), reimbursement of mobile phone bills (after completion of one year of probation), leave travel concession, transfer compensation, privilege leave, sick leave, casual leave, sabbatical leave, benefits under Maternity Benefit Act, 1961 etc., subject to the rules in force and as amended, altered or added from time to time. On confirmation and on completion of stipulated period of service, you would also be

eligible for various staff loans prevailing in the Bank, including housing loan, vehicle loan, Interest free furniture loan, computer loan, overdraft, demand loan, Interest free festival advance, etc., subject to the rules in force and as amended, altered or added from time to time.

Learning Plan for Probationers

During the probation period, you will be enrolled for an Internal Certification program consisting of E-learning modules, Webinar training and Periodic Assessment Tests (PATs). The detailed learning schedule, passing scores, and associated timelines will be intimated in due course by HR-Talent Development & Training Division. Your confirmation in the service of the Bank will be subject to timely and successful completion of the Internal Certification program, besides your performance ratings. Delays/failure to complete the learning schedule within specified timelines, will result in your probation getting extended. Probationers who complete the Internal Certification program within timelines, secure high performance ratings, and those who are able to secure approved external certifications during the probation period, as specified by the Bank/RBI, will be confirmed in the services of the Bank ahead of the normal probation period.

Probation/ Confirmation

Your appointment will be on probation for a period of two years. The period of probation will be counted for calculating the period of permanent service and for the purpose of granting increments. The period of probation is liable to be extended, if the Officer has not satisfactorily completed the initial period of probation.

During the period of probation, if your work, health, conduct or efficiency is found not satisfactory, your service is liable to be terminated at any time giving you one month notice or by paying one month's pay and allowances in lieu of notice. During the period of probation, you are not expected to involve directly or indirectly in the activities of any trade union of Officer/non- Officer Staff of the Bank or of any other Bank or of other organization.

Joining formalities

At the time of joining the Branch/Office, you will have to submit the following papers/ certificates/ documents:

- a. Originals of SSC/SSLC/Matriculation Book/Certificate, final certificates of Graduation, final certificate and semesters / yearly marklists of Post Graduation (Qualifying Examination).The candidate should also submit the document substantiating the conversion of credit based (CGPA) system into equivalent percentage for their Post Graduate and Graduate course (if applicable) at the time of joining the Bank. These certificates (Secondary Marklist, Secondary Passing Certificate, Graduation and Post Graduation Certificate) will be kept under the custody of the Bank and will be released to the candidate on completion of 2 years of service in the Bank.
- b. Originals of all the documents, certificates and marklists of all semester examinations/ yearly examinations evidencing date of birth (Secondary Certificate) and academic/ professional qualification should be uploaded in the Fed Recruit mobile application. In case the result of any of the previous semesters/years or final semester/year examination is not published at the time of joining the Bank, a certificate to the effect that you had completed the course study and attended all the semester examinations is to be produced from the College/University at the time of joining the Bank (also should be uploaded in Fed Recruit mobile application).
- c. Statement about your medical history and a certificate of fitness for employment in the Bank, from a Doctor not below the rank of Civil Surgeon/ Chief Medical Officer of a Government Hospital, in the Bank's format (Click here to download the format:<https://bit.ly/3dUGJd6>). Medical certificate from Private Hospitals will not

be accepted. You are required to produce all the medical reports, lab reports, ECG etc along with medical fitness certificate.

- d. Satisfactory discharge certificate and experience certificate from the previous employer/s, if any.
- e. A certificate about your character/conduct recently issued (within 6 months) by the Principal of the College/Institute last attended by you. Alternatively, two character certificates recently issued by Gazetted Officers/ respected persons.
- f. A declaration of fidelity & secrecy, a declaration of place of domicile and a statement of assets and liabilities, as per the format (Click here to download the format <https://bit.ly/2C2Tzsx>) .Hard copy of the documents should be submitted on the joining day.
- g. One copy of your latest passport size photograph.
- h. Self attested copies of any two of (i) PAN Card (ii) Voter's ID (iii) Aadhar Card (iv) Passport and (v) Driving License(Originals needs to be produced for verification).
- i. Certificate of completion of pre-induction training programme.
- j. As part of on-boarding process, you should submit all the necessary documents through Fed Recruit mobile application as and when you are instructed to do so.

It shall be distinctly understood that this offer of appointment is subject to your medical fitness for employment in the Bank, satisfactory background check and submission of the certificates/documents as stipulated above, to the satisfaction of the Bank. The medical reports/fitness certificate submitted by you are liable to be re-examined/scrutinized by Bank's Doctor and your appointment in the Bank will be subject to your medical fitness for employment in the Bank as assessed by the Bank's Doctor. You are required to undergo physical medical examination by Bank's Doctor, in case the Doctor insists for a detailed medical examination, after analyzing the medical reports submitted by you. At any stage, if you are found not satisfying the eligibility norms, your candidature is liable to be cancelled without notice. Also be understood that any misrepresentation/hiding of facts in the application/personal data/any other documents/certificates is sufficient cause for termination of your service, without notice and compensation.

The offer of appointment is subject to your fulfillment of eligibility criteria stipulated by the Bank for being appointed in the Bank as Probationary Officer under campus recruitment. You are required to submit originals & copies of the marklists/certificates of all the previous years/semesters examinations at the time of joining the Bank proving that you had passed all the previous year/semester examinations at the time of campus interview and all the papers pertaining to the subsequent semester(s) should be cleared along with the result of the final year/semester examination (final year/semester examination should be cleared in the first chance itself). In case the result of any of the semester examinations/final examination is published after the campus interview, but prior to joining the Bank, you are required to submit all the semester marklists, certificates, provisional certificate etc of such examinations at the time of joining the Bank in proof of having passed the examinations with required percentage of marks along with the result of the final year/semester examination failing which, you will not be permitted to join the Bank. In case the result of any of the previous semesters/years or final semester/year examination is not published at the time of joining the Bank, a certificate to the effect that you had completed the course study and attended all the semester examinations is to be produced from the College/University at the time of joining the Bank

In your case, the minimum eligibility criteria in respect of educational qualification for being appointed in the Bank as Probationary Officer through campus recruitment is a Post-Graduation with minimum 60% marks. The minimum eligibility of 60% (for UG & PG courses) will be assessed based on the prevailing practice followed by the University/Institution. You have to submit the percentage equivalence certificate in case your University/Institution follows grading system. Also you should have passed SSC or equivalent exam, plus 2 or equivalent exam and graduation with 60% marks. In case the result of final year/semester examination is not published, you will have to submit the certificates and marklists in proof of having passed the final year/semester examination, attempted in the first chance, with required percentage of marks within a maximum period of 5 months from the date of joining the

Bank in conformity with the minimum eligibility criteria in respect of educational qualification as stipulated by the Bank, failing which you are liable to be removed from the services of the Bank without any notice or communication, treating the appointment as cancelled. However, in case of willful default in submission of certificates/ marklists within the above stipulated period, even after publication of result of the qualifying examination, your service is liable to be terminated and you are liable to remit the compensation amount / notice pay.

Other Benefits

You will be required to enroll yourself as a member of The Federal Bank Officers' Medical Welfare Fund from the date of joining the Bank and deduction to the Fund at applicable rate will be made from your salary, as per the rules prevailing in the Bank at present and as amended, altered or added from time to time.

You shall contribute to the Welfare Scheme (Diya) to support the family of deceased employees of the Bank, from the date of joining the Bank and contributions to the Scheme at applicable rate will be made from your salary, as per rules prevailing in the Bank at present and as duly amended, altered or added from time to time.

You will be covered under the "Defined Contributory" Pension Scheme as applicable for the Bank employees in line with the National Pension System.

You will be enrolled as a member of the Group Term Assurance Plan from the date of next annual renewal of the Policy by the Bank. The eligibility for enrollment in the Scheme will be subject to the terms, conditions, exceptions etc; as applicable under Group Term Assurance Plan at that time and as amended, altered or added from time to time.

On confirmation in Bank's service, you will be entitled to all other privileges enjoyed by other permanent members of Officers' cadre. You will be bound by all the conditions of service as applicable to Officers of the Bank as amended, altered or added from time to time. You will be subject to all the liabilities cast upon other permanent members of Officers' cadre.

Resignation

If you are desirous of resigning from the service during the period of probation, you should give three months' notice in writing to the Bank or you would be liable to pay to the Bank three months' pay and allowances in lieu of notice, at the sole discretion of the Bank. In addition to this, you should pay an amount of ₹ 50,000/- as compensation, if such resignation is within 2 years of service in the Bank. If you are desirous of resigning from the service after confirmation in the service of the Bank, you should give three month's notice in writing to the Bank or you would be liable to pay to the Bank three month's pay and allowances in lieu of notice, at the sole discretion of the Bank.

You are also required to pay an amount of ₹ 50,000/- as compensation amount and applicable notice pay as stated above to the Bank, if you ceased to be in the service of the Bank consequent to termination of service within 2 years of service. You are required to execute an agreement in stamp paper (which will be made available by the Bank) of appropriate value at the time of joining the Bank agreeing to the above terms and conditions of the appointment in respect of compensation amount /notice pay etc.

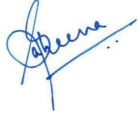
The compensation amount of ₹ 50,000/- mentioned above is the fair value of the minimum cost that will be incurred by the Bank if an employee quits the Bank before the stipulated minimum period of service.

General

You are liable to be transferred during the period of probation and also thereafter, as found expedient by the Bank at any time to any of the existing Branches/Offices in India or abroad or Subsidiaries or to the new Branches/Offices/ Subsidiaries of the Bank to be opened in future.

As per the administrative requirements, Bank may allot any duties to you from time to time and your designation will accordingly be changed depending upon the nature of work. You are advised to adhere to the acceptable levels of decorum at workplace even during the Induction/Orientation programme by way of presentable attire [business casual, smart casual, business attire] and professional etiquettes representing the image and reputation of the Bank.

You will be eligible for actual travelling expenses (subject to a maximum of 02nd AC Train fare) from your place of domicile to FACE and also from FACE to the place of posting.



Sabeena Shaji A
Vice President (HR)

I, Abhijith A D , accept and confirm the above terms and conditions.

Place:

Date: 06 June 2023



(Signature of the Candidate)

Annexure

Compensation Particular	Monthly	Annual
Basic Pay	36000.00	432000.00
Special Allowance	5904.00	70848.00
Dearness Allowance	17732.67	212792.03
HRA (Leased Accommodation)	15150.00	181800.00
Learning Allowance	600.00	7200.00
City Compensatory Allowance/Location Allowance	1400.00	16800.00
Gross Salary (Monthly)	76786.67	921440.03
Allowances (Monthly)		
Cleansing Allowance	1200.00	14400.00
Fuel Reimbursement(Four Wheeler)	9450.00	113400.00
Entertainment Expenses	2600.00	31200.00
Gross Allowances (Monthly)	13250.00	159000.00
Allowances (Annual)		
Medical Aid	-	10300.00
Vehicle Maintenance Allowance	-	4300.00
Digital Promotion	-	2600.00
Closing Allowance	-	3000.00
Leave Encashment (Annual)	-	10752.78
Gross Allowances (Annual)	-	30952.78
Total Fixed Pay	92616.07	1111392.80
Others		
Leave Encashment (30 days, once in 4 years)	-	16129.17
LFC (Once in 4 years)	-	8664.00
Employers Contribution to NPS (Monthly)	7114.46	85373.57
Exgratia*	-	44000.00
Annual CTC	105463.29	1265559.54

*Will vary according to the profit position of the Bank.

@ Leased accommodation amount will be credited to Lessor's account only (leased accommodation eligibility ranges from ₹8750/- to ₹ 26450/- depending upon the place of posting. At Aluva it is ₹ 15150/-)

You will be eligible for monthly Conveyance (Fuel Reimbursement) allowance as follows;

a) 90 litres of petrol/diesel for four-wheeler vehicle registered in your name and used by you at your workplace

OR

b) 55 litres of petrol for two-wheeler vehicle registered in your name and used by you at your workplace

OR

c) Fixed conveyance of ₹ 3500/-

Other Allowances

Cost of brief case / office bag (on confirmation)- ₹ 5250/- (once in 3 years)

Reimbursement of cost of newspapers - ₹ 600/- p.m (after completion of one year of probation)

Eligibility for reimbursement of mobile phone bills ranges from ₹ 1250/- to ₹ 2500/- p.m depending upon the job role and place of posting (after completion of one year of probation).

Nestlé India Limited

(CIN: L15202DL1959PLC003786)



E-Mail : corporate@IN.nestle.com

Website : www.nestle.in

YOUR REF:

OUR REF: PG

DATE: 06/07/2023

Mr. Sachin Kumar PS,
Kundamoozhi
Trivandrum,

Kerala
695573

Dear Mr. Sachin Kumar PS,

We have pleasure in appointing you as Nutrition Officer in our organization on the following terms and conditions:

Your employment commences from 17/07/2023, it being clearly understood that you are leaving at your own wish, risk, and responsibility whatever position you may already hold.

Your Basic Salary will be Rs 3,24,850 per annum. Details on your annual compensation structure are as per Annexure enclosed. You will be entitled to other allowances and benefits as applicable to your grade as per the company policies and rules in force. Your compensation shall be as per the policy of the Company and the management of the Company may at its discretion revise your compensation, from time to time.

Your employment will be governed by the rules, regulations and orders (as applicable) to the Company including such conditions covering Place of Work, Working Hours, Leave, Holidays, Salary, Allowances, perquisites and other benefits as also provided in respective Company Policy or Guideline/s (as applicable) issued from time to time.

Your appointment is initially on probation. The period of probation will be for a period of Six months or more at the discretion of the Management. During the period of probation, your services can be terminated by the Company at any time with immediate effect and without assigning any reason whatsoever and / or 1 months' notice pay in lieu thereof as the case may be. The same condition will apply in case you leave the Company's services during your probationary period. You shall not be deemed to have become permanent unless you are confirmed in writing.

In case this contract of employment is terminated during the probation period by the company or repudiated by you it would be incumbent and obligatory at your end to undertake a 'No-dues clearance' process for settlement of your dues.

During the course of your employment with us, you will not be permitted to work for any other Company, firm or person either part-time or full time, or on honorary basis or engage yourself in any

self-employment or undertake any course of study, without the previous consent of the Company in writing.

Your initial place of posting will be Kotarakara. You may be transferred or sent on an assignment or for training to any place of business or organization whether in India or abroad, whether existing or acquired later on, or from one department to another or from one job to another at the sole discretion of the Company. During the course of such transfer/assignment/training you shall be governed by the terms and conditions of service applicable to your category of employees at such place or such other terms and conditions as may be decided by the Company at its sole discretion.

You will be under the supervision and control of such Officer(s) as may be decided by the Company from time to time. You shall diligently and faithfully carry out instructions given to you by your superiors in connection with the work assigned to you and to the best of your power, skill and ability you shall further the business and interest of the Company.

You shall not at any time or times, without the consent of the Company disclose, divulge or make public except under legal obligations, any of the confidential information, personal and or sensitive data of other employees/ peers/ colleagues, consumers etc., process, accounts, transactions, and dealings of this Company whether the same be confided or become known to you in the course of your service or otherwise except otherwise to respond to Court summons/Order. The responsibility of confidentiality shall remain in force even after severance of your ties with the Company.

After confirmation, your services would be terminable by giving you three months' notice or one month's salary in lieu thereof. You shall serve 3 months' of notice and / or as applicable in the policy. However, in case your services are dispensed with for breach of conduct, no notice or salary in lieu thereof would be required to be given as applicable.

Your conditions of work and employment shall be regulated to suit the duties entrusted to you from time to time.

You will retire from services of the Company on attaining the age of 60, as per the Company rules in force.

Your appointment is subject to your being found medically fit by a Doctor designated by the Company at its own expense and replies to the references given in your application form being found satisfactory.

You herewith consent to provide your personal details which may also include sensitive information like medical history, medical records, Bank details etc. which is or will be submitted now or at any subsequent stage of recruitment procedure. Please note that by furnishing these details you are explicitly consenting to Nestlé contacting with you for business purposes. You also consent to have



Good Food, Good Life

obtained approval from third parties like – ex-employer/ references/ neighbors etc. (details of whom provided in your application form / CV) to be contacted by Nestlé directly or indirectly for recruitment purposes.

The Contract of appointment will be deemed to have taken place in the National Capital Territory of Delhi and you will be in control and supervision of Nestlé India Limited having their Registered Office at 100-101, World Trade Centre, Barakhamba Lane, New Delhi - 110001, despite you being posted outside of Delhi, in one of the establishments of Nestlé India Limited, It is clearly agreed and understood between the parties that in case of any dispute or difference including any dispute regarding the terms and conditions of employment the Courts of Law in Delhi alone and exclusively would have jurisdiction and no other Court of Law anywhere else would have jurisdiction.

In case the terms and conditions expressly enumerated above are acceptable to you, please sign the duplicate copy of this letter in token of your having understood and accepted the terms and conditions.

The Company is managed according to the Nestlé Corporate Business Principles, as well as the Code of Business Conduct, which are both outlined in the attached document. By signing this contract you accept the content of both documents and commit to their application. Any failure to comply with the Code and Principles may result in appropriate action, including the possibility of dismissal and if warranted, legal proceedings or criminal sanctions.

You will strictly abide by and consent to all the Company's rules, policies, manuals, guidelines and regulations as may be in force from time to time.

You will act within the frame work of the organizational structure, policies and directions laid down by the Company from time to time.

You will in all respect be governed by the Rules and Regulations applicable from time to time to your category of employees and the same is confirmed to be accepted from your end.

You herewith assign all rights towards any work/ creative and or any copyrighted material that you may generate or is generated by the company with you as a model during the course of work and or outside work like off sites/on sites/ meetings/ seminars/ picnics/gatherings etc. to Nestlé and you confirm by way of acceptance to this Letter that you will in all circumstances waive any copyright towards any such works used by the Company globally for perpetuity.

You shall indemnify and keep indemnified and harmless the Company against any claims, damage, liability, actions, loss, taxes, duties, penalties, interest expenses, costs, proceedings arising directly or indirectly on account of (i) infringement of intellectual property rights of any individual, person or entity by you or (ii) any acts of omission or commission, dishonesty, criminal act, negligence, misfeasance, disregard of duties, misappropriations, misrepresentations, unauthorized acts, theft, robbery, misuse, damage or fraud by you. You waive any right to take the Company to Court in any manner, in case the Company takes any desired action taken against you in lieu of the above



Any change in your residential address or marital status should be notified in writing to the Company.
Any communication sent at the address furnished by you shall be deemed to be sufficient service.

In case this contract of employment is terminated by the Company or repudiated by you it would be incumbent and obligatory to hand over the ID Card and other articles given to you and to obtain a 'No Clearance Certificate' for settlement of your dues.

You will conform to the Company's expected standard of discipline regarding which specific rules/orders as may be laid down from time to time or understood by convention as company norms. In case in the opinion of the management you are found guilty of gross misconduct as is generally understood in employment or if there is a breach of contract of service on your part your services would be liable to be terminated without any notice.

We welcome you to our Organization and hope that our association will be a long one to mutual advantage and benefit.

Yours very truly,

For Nestlé India Limited



Pratishtha Gupta

Senior Manager – Branch HR

I hereby declare that I have read and understood the terms and conditions of employment and hereby accept and agree to abide by the same.

lsg21

..... (Signature)

Date:06/07/2023

REMUNERATION TERMS

Offered To : Sachin Kumar PS

Position : Nutrition Officer

Grade : Band 3A

BASIC SALARY	3,24,850
HOUSE RENT ALLOWANCE (50% of BASIC)	1,62,425
COMPENSATORY ALLOWANCE	1,62,425
ANNUAL BASE SALARY	6,49,700

*In addition to this, you will be entitled to Professional Merit Scheme of 22% of Annual Base Salary as per Professional Merit Scheme Scheme of the Company.

For Nestlé India Limited

lsg1\

Pratishtha Gupta

Senior Manager – Branch HR



Entri Software Private Limited

Registered Office Address :
KRF Business Centre, 37/2188,
Maleppally Road, Thrikkakkara, Kakkanad,
Cochin, Kerala, India - 682021 Tel - 0484-4873512

To
Mr. SANOOJ S

Aswathy Bhavan perumala pullampara p o
Thiruvananthapuram kerala 695607

Dear **SANOOJ S**,

It is my pleasure to extend you an offer to join Entri Software Private Limited (hereinafter referred to as "Entri" or "Company") as the **Inside Sales Executive**. The position is full-time, and your primary responsibilities as well as the terms and conditions of your employment are more specifically provided in the employment agreement which you would be required to execute on the date of joining ("**Employment Agreement**"). You will be joining us in our **Cochin** office on or before **8-December-2022**. The total remuneration offered to you will be **INR 3,00,000/- (Rupees Three Lakhs Only)** cost-to-company per annum. You will initially be placed on probation for a period of **3 (Three)** months.

At Entri, we aim to provide online education and coaching in multiple vernacular languages such as Tamil, Telegu, Kannada, Malayalam and Hindi catering to government job and competitive exam aspirants in addition to courses aimed at upskilling the customers for private sector employment and self-employment opportunities. Utilizing its proprietary platforms, we aim to provide coaching and various other learning services for various state and central government employment examinations, other state examinations (administrative, teaching, nursing, clerical etc.), central examinations (railways, banking, insurance etc.) and private sector employment / self-employment opportunities (English communication, share trading, YouTube content creation, personality development courses, coding etc.). You will be working on making this dream a reality.

Looking forward to your significant personal and professional growth during your association with Entri.

Welcome aboard! Let us build great things together.

If this offer is acceptable to you, please sign in the space provided below and return a copy of this letter to Entri before **11th December,2022**.

Regards,

For **ENTRI SOFTWARE PVT. LTD.**



Director

Mohammed Hisamuddin
Director & CEO

By the within named **Employee:**



Name: SANOOJ S

EMPLOYMENT AGREEMENT

This Employment Agreement ("**Agreement**") is made and executed at **Cochin** on this **08th** day of
December 2022:

BY AND BETWEEN

ENTRI SOFTWARE PRIVATE LIMITED, a private limited company incorporated under the Companies Act, 2013 having corporate identity number U74999KL2017PTC050363 and having its registered office Hira, Near GHS Mogral Puthur P.O, Kasaragod, Thiruvananthapuram, Kerala – 671124, India, (hereinafter referred to as the "**Company**", which expression shall, unless repugnant to the context or the meaning thereof be deemed to mean and include its successors-in interest and permitted assigns) of the **FIRST PART**;

AND

Mr. SANOOJ S an Indian citizen, presently residing at **Aswathy Bhavan perumala pullampara p o Thiruvananthapuram kerala 695607** and holding Permanent Account Number **NNYPS0420Q** (hereinafter referred to as the "**Employee**" which expression shall unless it be repugnant to the context and meaning thereof be deemed to mean and include his heirs, legal representatives and permitted assigns) of the **SECOND AND FINAL PART**.

The Company and the Employee shall hereinafter be individually referred to as a "**Party**" and collectively as the "**Parties**".

WHEREAS:

- A.** The Company is presently engaged in the business of providing internet-based education and coaching solutions in multiple vernacular languages catering to competitive exams and government job aspirants and offering courses aimed at upskilling customers for private sector and self – employment opportunities ("**Business**").
- B.** The Company is desirous of engaging the services of the Employee and has made an offer to appoint the Employee as an employee of the Company, and the Employee has accepted employment from the Company, vide offer letter dated **8-December 2022**. ("**Offer Letter**")
- C.** The Parties hereby intend to enter into this Agreement to record the terms and conditions of the Employee's employment with the Company as set forth hereunder, on and from the Effective Date.

NOW THEREFORE, IN CONSIDERATION OF THE PREMISES, MUTUAL COVENANTS, AND OTHER

Page 2



Entri Software Private Limited

Registered Office Address :
KRF Business Centre, 37/2188,
Maleppally Road, Thrikkakkara, Kakkanad,
Cochin, Kerala, India - 682021 Tel - 0484-4873512

**GOOD AND VALUABLE CONSIDERATION, THE SUFFICIENCY OF WHICH IS HEREBY ACKNOWLEDGED,
THE PARTIES INTENDING TO BE LEGALLY BOUND, AGREE AS FOLLOWS:**

1. DEFINITIONS AND INTERPRETATION

1.1 Definitions

In this Agreement, unless the context otherwise requires, the following words and expressions shall bear the meanings ascribed to them below:

- (a) **“Affiliate”** of a Person (the **“Subject Person”**) shall mean:(i) in the case of any Subject Person other than a natural person, any other Person that, either directly or indirectly through one or more intermediate Persons, Controls, is Controlled by or is under common Control with the Subject Person; and (ii) in the case of any Subject Person that is a natural person, any other Person that, either directly or indirectly through one or more intermediate Persons, Controls, is Controlled by or is under common Control with the Subject Person or who is a Relative (the term **“Relative”** would have the meaning as ascribed to it under the Companies Act, 2013)of the Subject Person;
- (b) **“Agreement”** shall mean this employment agreement, including the recitals above and the annexes attached to it;
 - (c) **“Board”** shall mean the board of directors of the Company;
 - (d) **“Business”** shall have the meaning assigned to it in Recital A;
 - (e) **“Cause”** shall have the meaning ascribed to the term in Clause 7.1(b);
 - (f) **“Company Policies”** shall have the meaning ascribed to the term in Clause 5.2;
- (g) **“Confidential Information”** means any confidential and/or proprietary information of the Company disclosed, either directly or indirectly, in writing or orally, or by inspection of tangible objects (including without limitation documents, prototypes, samples, plant and equipment) to the Employee during the course of his employment with the Company including (i) inventions, innovations, Intellectual Property rights or Work Product and any idea or know-how; (ii) confidential and proprietary trade secrets of the Company and/or all other information belonging or relating to the Company's business that is not generally known; (iii) proprietary information relating to the development, utility, operation, functionality, performance, cost, know-how, details of present and proposed businesses, formulas; ideas; strategies, techniques, policy, data related to employees, present or proposed vendors, suppliers or customers, information regarding research and development, unpublished financial statements, budgets and other financial details, computer programming techniques, methodologies and related technical



information, business or marketing plans, forecasts, licenses, prices or lists, quotes, bids, controls, operating procedures, marketing matters and any policies or procedures, software programs and files, operating manuals, user manuals documentation, source code and any and all information pertaining to the Company's application/software; (iv) confidential and proprietary information of third parties, including former, existing agents, customers, partners, vendors or suppliers; and (v) all record bearing media containing or disclosing such information or techniques, identified as "Confidential" expressly or by necessary implication. Provided however, information shall not be deemed "Confidential Information", which:

- (i) is or becomes publicly known, through publication, inspection of a product, or otherwise, and through no wrongful act of the Employee, or
- (ii) is furnished to the Employee by a third party, as a matter of right and without restriction on disclosure, there being no obligations of confidentiality attached to the source of such information, or
- (iii) was previously known to the Employee, as established by written records of the Employee, prior to receipt from the Company.

Information shall be deemed to be confidential whether the same comes to the knowledge of the Employee orally or is contained in tangible or fungible form and whether contained in a floppy disc, computer system, brochure, booklet or otherwise. Unless otherwise specified by the Company, all information received by the Employee during the employment from the Company, its agents, clients, vendors, partners, or customers shall be deemed to be Confidential Information.

It is clarified that the term Confidential Information shall include all Confidential Information acquired by the Employee related to the Business or shared with the Employee from the date of employment.

- (h) **“Control”, “Controls” or “Controlled”** as to any Person shall mean the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of such Person, whether through ownership of voting securities or partnership interests, by contract or otherwise;
- (i) **“Employment Term”** means the duration for which the Employee continues to be in the employment of the Company from the Effective Date until such time as his / her employment with the Company is terminated in accordance with Clause 7;



- (j) **“Effective Date”** means the date on which this Agreement comes into effect, which shall be the date on which the Employment Term shall start, as mentioned in the Appointment Letter;
- (k) **“Intellectual Property”** means collectively or individually, the following worldwide rights relating to intangible property, whether or not filed, perfected, registered or recorded and whether now or hereafter existing, filed, issued or acquired: (i) patents, patent disclosures, patent rights, know-how, including any and all continuations, continuations-in-part, divisions, reissues, re-examinations, utility, model and design patents or any extensions thereof; (ii) rights associated with works of authorship, including without limitation, copyrights, copyright applications, copyright registrations; (iii) rights in trademarks, trademark registrations, and applications therefore, trade names, service marks, service names, logos, designs or trade dress; (iv) rights relating to the protection of trade secrets and Confidential Information; and (v) internet domain names, internet and world wide web URLs or addresses; (vi) mask work rights, mask work registrations and applications therefrom; and (vii) all other intellectual or proprietary rights anywhere in the world including rights of privacy and publicity, whether or not requiring registration and whether or not such registration has been obtained;
- (l) **“Non-Compete Period”** shall have the meaning ascribed to the term in Clause 12.1;
- (m) **“Person”** shall mean any natural person, limited or unlimited liability company, corporation, general partnership, limited partnership, proprietorship, trust, union, association, court, tribunal, agency, government, ministry, department, commission, self-regulatory organisation, arbitrator, board, or other entity, enterprise, authority, or business organisation;
 - (n) **“Salary”** shall have the meaning ascribed to it in Clause 6.1;
- (o) **“Work Product”** means and includes any and all of the works, material, data, methods, ideas, other materials and / or documents, including without limitation all semi-finished work, resulting, directly or indirectly, from the Employee’s services and activities, developed, created, authored, invented, conceived or reduced to practice during the period of the Employee’s employment with the Company whether or not during business hours and whether conceived or developed alone by the Employee or jointly or with others, including without limitation any and all inventions (whether or not patentable), works of authorship, developments, enhancements, improvements, technology, creative works, know-how, software, libraries, documentation, notes, notebooks, charts, prototypes, guides and manuals, training materials, programming code, protocols, branding, techniques, databases, models, algorithms, designs, reports, presentations, data, plans, documents, filings,



Confidential Information developed, enhanced or contributed to by the Employee, useful ideas of any description whatsoever and any works in progress, and all the Intellectual Property rights associated with or embodied in any of the foregoing and all copies of the foregoing, individually and collectively.

1.2 Interpretation

In this Agreement, unless the context otherwise requires:

- (a) references in this Agreement to the Parties include their respective permitted assignees and / or the respective successors in title to substantially the whole of their respective undertakings and, in the case of individuals, to their respective estates and personal representatives;
- (b) references to statutes or statutory provisions include references to any orders or regulations made there under and references to any statute, provision, order or regulation include references to that statute, provision, order or regulation as amended, modified, re-enacted or replaced from time to time whether before or after the date hereof (subject as otherwise expressly provided herein) and to any previous statute, statutory provision, order or regulation amended, modified, re-enacted or replaced by such statute, provision, order or regulation;
- (c) headings to Clauses, paragraphs and descriptive notes in brackets are for information only and shall not form part of the operative provisions of this Agreement and shall be ignored in construing the same;
- (d) references to Clauses are to Clauses to this Agreement. All these form part of the operative provisions of this Agreement and references to this Agreement shall, unless the context otherwise requires, include references to the Recitals and Clauses;
- (e) the words “including” and “inter alia” shall be deemed to be followed by “without limitation” or “but not limited to” whether or not those words are followed by such phrases or words of like import;
- (f) words denoting persons include bodies corporate and unincorporated associations of persons;
- (g) references to the singular number shall include references to the plural number and vice versa;

(h) no provision of this Agreement shall be interpreted in favour of, or against, any Party by reason of the extent to which such Party or its counsel participated in the drafting hereof; and

(i) words denoting one gender shall include all genders.

2. DESIGNATION AND EMPLOYMENT

2.1 The Company hereby employs the Employee on a full-time basis in the capacity of **Inside Sales Executive**, and the Employee accepts full-time employment with the Company, on the terms and conditions set forth in this Agreement for the Employment Term (*as defined herein below*). The Employee's employment with the Company shall commence and be effective on and from the Effective Date. Further, the Company reserves the right to change the designation of the Employee depending on the duties and functions assigned to him / her.

3. PROBATION AND TRAINING

- 3.1 The Employee shall serve a probationary period of **3 (Three)** months from the date of commencement of the employment with the Company, i.e. **8-December-2022 ("Probation Period")**, which may be reduced or waived by the Company, at its sole discretion. The Probation Period may also be extended by the Company at its sole and absolute discretion and without assigning any reasons for the same. The Employee shall continue to receive the Salary agreed upon in Clause 6 of this Agreement during the Probation Period.
- 3.2 The employment of the Employee shall stand confirmed automatically if no communication stating otherwise is furnished to the Employee either orally or in written within 30 (Thirty) days from the expiry of the Probation Period or by the end of the extended Probation Period, as the case may be, as decided by the Company and notified to the Employee.
- 3.3 The Company shall be free to terminate the contract of employment at any time during the Probation Period without any cause for the same and without any notice or salary in lieu thereof, provided that where the Probation Period is extended beyond six months, the Company shall only terminate the contract of employment by giving notice of 1 (One) month or salary in lieu thereof

4. BACKGROUND INFORMATION

4.1 The Employee hereby covenants that he/she understands and agrees that the Agreement is being offered by the Company subject to and based solely on the understanding that the Employee has furnished true and correct information/documents related to the Employee's education, past employment, past conduct, etc. and nothing contained therein is false, fabricated, misleading, concocted or deceptive in any manner whatsoever and that further

the Agreement shall automatically stand terminated, in the event any such information/documents are found to be suffering from any of the above named infirmities.

- 4.2 The Employee hereby undertakes that all documents/information required by the Company and furnished by the Employee including and not limiting to the documents relating to the education, past employment, conduct, particulars mentioned in the resume/CV/biodata and health at the time of execution of this Agreement or at any point of time prior thereto are true and correct and are not forged / misleading documents/information.
- 4.3 The Employee hereby undertakes that he/she shall lend his/her full cooperation to any agency/third party engaged by the Company to verify the background information as furnished to the Company by the Employee and undertakes not to obstruct or hamper in any manner whatsoever the above referred agency / third party in the performance of its duties.
- 4.4 The Employee hereby undertakes that the Employee shall be bound by the terms and conditions as contained in the Company Policies and any other employee related policies of the Company as modified and notified from time to time to the Employee by the Company.

5. DUTIES AND COVENANTS

- 5.1 The Employee shall perform such duties as are typically assigned to an employee of similar designation, and such other duties as may be assigned to him / her from time to time by the Company. The Employee shall, at all times, during the Employment Term, faithfully and diligently promote and protect the Business and interests of the Company and its Affiliates, subsidiaries, representatives, officers, employees or any other Persons related to it.
- 5.2 During the Employment Term, the Employee shall be governed by the service rules, regulations, policies, and procedures of the Company in force, or as may be introduced or amended from time to time ("**Company Policies**"). The Company Policies shall *inter alia* provide the policies and rules regarding the Employee's leave, bonus, performance review, code of conduct, and / or other matters. Further, the Employee shall, during the Employment Term, perform his / her duties with utmost honesty, diligence, orderliness, obedience and faithfulness to promote and protect the Business and interests of the Company. The Company Policies form a part and parcel to this Agreement and the Employee hereby agrees to comply with the policies therein.
- 5.3 The Employee shall devote his / her time and efforts with utmost sincerity for the performance of the duties and responsibilities as may be assigned to him / her by the Company from time to time, and the Employee acknowledges that the nature of work and the environment at the Company requires flexibility on the part of the Employee, and that he / she shall undertake and perform additional duties from time to time. Further, the Employee shall not simultaneously engage in any other gainful or commercial activity (other than normally acceptable personal investment activity), business or professional activity,

whether on a part-time or full-time basis, directly or indirectly, or whether during or outside office hours or within or outside the office premises.

5.4 Further, the Employee must:

- (a) undertake the duties and exercise the powers which the Company assigns to or vests in the Employee and comply with all lawful orders and instructions given by the Company in this regard;
- (b) observe and comply with the Company's rules and regulations and Company Policies as varied from time to time;
- (c) use his / her best endeavours to promote the interests of the Company; and
- (d) perform to the best of his / her ability, and in accordance with the directions of the Company or under the directions of the Board, the duties and responsibilities normally associated with his position, and such additional duties and responsibilities as the Company may from time to time reasonably specify.

5.5 The Employee acknowledges that this is an exclusive employment agreement. Accordingly, during such time that Employee remains employed by the Company, Employee shall not, without the prior written consent of the Company, directly or indirectly own, manage, operate, supervise, or be an employee in any other business, or accept public offices.

5.6 The Employee also undertakes that he/she shall not attempt in any manner, or through any means whatsoever, directly or indirectly, to contact any clients/customers/suppliers/agents/partners or any other individual/entity that is involved in business in any manner whatsoever with the Company at any point of time during the subsistence of the present employment, which phrase shall include past, present and future/prospective clients/customers/suppliers/agents/partners or any other individual/entity, with a view to directly or indirectly benefit the Employee or harm the Company, or in any manner so as to take any business or revenue away from the Company unless the same is with express prior written authority of the Company.

5.7 Pursuant to the undertaking given in Clause 5.6 of this Agreement, the Employee undertakes to act honestly at all times; devote his time and energies exclusively to the interests of the Company during working hours; be mindful of the interests of the Company at all times and not do any acts that are adverse to the interests of the Company; and not to commit any acts that constitute an actionable wrong under any applicable law. The Employee further agrees to the following:

- (a) Being an employee of the Company, the Employee shall never give, offer, or authorize the offer of, either directly or indirectly, anything of value (such as money,

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goods, favour, or services) to a customer or government official to obtain any improper advantage. A business courtesy, such as a gift, contribution or entertainment should never be offered under circumstances that might create the appearance of an impropriety.

- (b) No political contributions shall be made using Company funds or assets provided to any political party, political campaign, political candidate, or public official in India or any foreign country, unless the contribution is lawful and expressly authorized in writing by the Board of Directors.
- (c) During the period that the Employee is employed by the Company, he/she shall not, either while acting on behalf of the Company or in the pretext thereof, accept from any person or entity, any consideration for any assessment or decision may be favourable to that person or entity. Such consideration shall include any item or conduct that may be of value such as a gift, bribe, payment, performance, favour, etc.
- (d) Employee shall not use Company funds for any unlawful & unethical purpose. Also, you shall not offer, give, or cause others to give, any payments for the purpose of influencing the recipient's business judgment.

4.8 The specific instances enumerated in Clause 5.7 of this Agreement are merely illustrative, and not exhaustive, of the terms of the code of conduct expected to be followed and strictly abided by the Employee at all points of time during his/her employment with the Company. The Employee shall be further bound by such terms and conditions regarding the expected code of conduct and ethics as may be contained in any Employee related policies of the Company and nothing in this Agreement or this Clause shall take away from the same.

6. SALARY AND BENEFITS

- 6.1 In full compensation for the services to be rendered by the Employee hereunder during the Employment Term, upon the terms and subject to the conditions set forth in this Agreement, the Company will pay to the Employee and the Employee shall accept as compensation, a salary as per this Agreement ("**Salary**").
- 6.2 Payment of the Salary hereunder shall be made in accordance with the relevant Company Policies in effect from time to time, including normal payroll practices. All statutory requirements of tax to be deducted at source by the Company will be complied with by the Company and all funds paid to the Employee will be after all such appropriate deductions have been made therefrom.
- 6.3 During the Employment Term, the Employee shall be governed by the Company Policies with respect to leaves, benefits, perquisites and other related matters.

- 6.4 The Company makes no representation or promise of any increase in Salary, either with regard to the quantum or duration of such increase. However, the Company may, at its sole discretion, review the Salary at the end of a financial year or at the expiry of such period as the Company may determine.
- 6.5 The Company shall reimburse the Employee for reasonable, out-of-pocket expenses incurred by him / her in connection with his employment hereunder as per the Company's Policies.
- 6.6 The Company shall, at any time, during the continuance of employment, or on termination of employment, have the right to deduct from the Employee's Salary any amount owing/owed (as the case may be) by the Employee to the Company, including, but not limited to, any statutory deductions for income tax, cost of damage to Company property, or amounts in respect of any leaves taken in excess of the leave entitlement.
- 6.7 The Salary of the Employee is based on the Employee's qualifications, skill sets and overall experience. Therefore, the Salary payable to an employee by the Company varies in the case of each employee of the Company and the Employee acknowledges that any comparison of the same with those of the other employees shall be of no relevance. The Employee acknowledges that the terms of his / her employment and compensation are strictly confidential, and the Employee shall not divulge the same to any other employee of the Company except as and when required by Company. Failure to comply with the obligations herein shall be considered a material breach of the Agreement.

7. TERMINATION

7.1 Termination by the Company

- (a) The Company may terminate the Employee's employment immediately in the event of a breach of any of the representations, warranties or covenants contained herein, by the Employee;
- (b) The Employee's employment may be terminated by the Company immediately upon written notice to the Employee, for Cause. For the purposes of this Agreement, the term "**Cause**" shall mean: (i) conduct of the Employee that is deemed by the Company, in its sole and complete discretion, to be substantially detrimental to the Business or reputation of the Company, including specifically, but without limitation, any act or omission to act on the part of the Employee that subjects the Company or any officer, member or employee of the Company to any actual or potential civil or criminal liability; (ii) an act of dishonesty or other misconduct by the Employee during the performance of his / her duties under this Agreement as determined by the Company in its sole and complete discretion; (iii) theft or misappropriation by the Employee of any property of the Company including the Company's data and /



or information, or the commission of an act or acts by the Employee constituting fraud against the Company; (iv) alcohol or drug abuse by the Employee during the performance of his duties or obligations under this Agreement or while such Employee is within the premises of the Company; (v) the Employee's being accused for a felony or a misdemeanor involving moral turpitude; (vi) chronic lateness or absence from work by the Employee; (vii) the breach of the Employee's obligations / duties under this Agreement not cured within 30 (Thirty) days following the Employee's receipt of written notice thereof; (viii) actual or threatened violation by the Employee of his / her confidentiality and non-disclosure obligation under Clause 10 of this Agreement; or (ix) in case any of the facts / details / declarations / information provided or furnished by the Employee to the Company are found to be false or misleading, or if it is found that the Employee has willfully suppressed any material information;

- (c) If the Employee's employment is terminated for the reasons as specified in Clause 8.1 (a) or Clause 8.1 (b) above, the Employee will not be entitled to and shall not receive any compensation or benefits of any type, including the expiry of any employee stock options that may have been granted to the Employee, whether or not they have vested.
- (d) The Company may terminate the employment of the Employee at any point of time after the Probation Period by giving written notice of 2 (Two) months or upon payment of Salary in lieu of the notice period.

7.2 Termination by Employee

- (a) The Employee may terminate his / her employment with the Company and this Agreement by giving the Company a written notice of at least 2 (Two) months. In the event that the Employee fails to give the requisite notice to the Company, the Company shall, notwithstanding any other legal rights and remedies available to it, be entitled to recover a sum equivalent to the Salary for the shortfall in the notice period, from the Employee as liquidated damages. The Employee acknowledges that the Company requires adequate time to procure a replacement and that a notice shorter than 2 (Two) months would not give the Company enough time to procure a replacement. The Company may, at its sole discretion, waive the abovementioned requirement of notice from the Employee.
- (b) On termination of the Employee's employment with the Company, he / she shall: (i) execute and deliver, a general release to the Company in such form and manner as may be acceptable to the Company; and (ii) remain in full compliance with the material terms of this Agreement, including but not limited to the non-disclosure, non-compete and non-solicitation provisions hereof.

7.3 Retirement

As per the Company's policy, the age of superannuation is 60 (Sixty) years, and this Agreement shall terminate automatically on the Employee attaining the age of superannuation. Retention of Employee's services beyond the age of superannuation will be entirely at the discretion of the management of the Company.

8. COOPERATION FOLLOWING TERMINATION

- 8.1 The Employee agrees that, following the notice of termination of employment, he / she shall cooperate fully with the Company in all matters relating to the completion of pending work on behalf of the Company and the orderly transition of such work to such other employees as may be notified by the Company.
- 8.2 The Employee further agrees that, following the termination of employment, he / she shall cooperate fully with the Company in relation to any and all claims, controversies, disputes or complaints of which he / she holds any knowledge, or that may relate to him / her or his / her employment relationship with the Company, as and when the Company may reasonably require. Such cooperation includes but is not limited to: (i) providing the Company with all the information known to the Employee in relation to such claims, controversies, disputes, or complaints; and (ii) appearing on oath and giving testimony in any forum.

9. RETURNING COMPANY PROPERTY

- 9.1 The Employee shall, at the time of termination / cessation of employment with the Company, return, deliver and handover to the Company (and will not keep in possession, recreate or deliver to anyone else) all documents, software, supplies, devices, apparatus, equipment, records, data, notes, reports, proposals, creative/ artistic content/ material, lists, correspondence, specifications, drawings, blueprints, sketches, materials, other items or property, or reproductions of any aforementioned items developed by the Employee pursuant to the employment with the Company or otherwise belonging to the Company, its successors or assigns, whether or not pertaining to Confidential Information, and all such aforementioned items shall, at all times, remain the exclusive property of the Company. The Employee undertakes that, in any event, he / she shall return and surrender all such materials, items and property immediately upon the termination of his / her employment for any reason. The Employee shall not retain any such materials, items or property or any copies, compilations, or analyses thereof, after such termination. The Employee undertakes to delete permanently any copies (including back-ups) of such data belonging to the Company, that he / she may have stored on their personal laptops and/or their personal email accounts and provide a written confirmation to the Company to that effect.

10. CONFIDENTIALITY

- 10.1 The Employee hereby acknowledges that during the Employment Term and performance of his / her duties and obligations under this Agreement, the Company may be required to disclose Confidential Information to the Employee. The Employee agrees that during the Employment Term and thereafter, the Employee shall keep the Confidential Information strictly confidential, and the Employee shall not, directly or indirectly, divulge, use, make available, sell, distribute, disclose, share, transfer, publish or otherwise communicate or make accessible to any third party such Confidential Information, except to the directors, officers, employees, representatives or agents of the Company strictly on a "need to know" basis. In addition, the Company may be required to execute non-disclosure or confidentiality agreements with third parties, in which case, the Employee shall be bound, by virtue of his / her employment with the Company, to maintain confidentiality and shall not disclose any confidential information of such third parties. By executing this Agreement, the Employee acknowledges and agrees that the Company may rely and will rely on the confidentiality and non-disclosure obligations agreed to by the Employee hereunder, for the purposes of entering into such other agreements.
- 10.2 In recognition of the foregoing, during and after the termination of the Employee's employment with the Company (regardless of the reason for any such termination) and until such time as the Confidential Information is generally published or is available to the general public other than through the Employee's unauthorized disclosure, the Employee shall not, without the prior written consent of the Company, disclose or use or make available for anyone to use (except in the course of his employment by, or in furtherance of the Business of the Company) any Confidential Information and the Employee shall use his best efforts to prevent the unauthorized publication or misuse of any Confidential Information.
- 10.3 The Employee acknowledges that the Company grants no license under any copyright, patent, trademark, trade secret or other intellectual property laws or rights by disclosure of the Confidential Information to the Employee, and the Employee shall not apply for or attempt to register any such license or intellectual property right in any Confidential Information with any authority.
- 10.4 The Employee hereby agrees to indemnify, hold harmless and keep indemnified the Company and its representatives including its directors, officers, employees, Affiliates, clients, customers, personnel, agents, consultants, contractors, sub-contractors and professional advisers, at all times, against all losses, claims, damages, proceedings, penalties, expenses and / or liabilities of any nature whatsoever suffered or incurred by them as a result of a breach of the terms of confidentiality and non-disclosure obligations under this Clause 10
- 10.5 The Employee acknowledges that the provisions of this Clause 10 shall survive the expiry or termination of this Agreement.
- 10.6 The Employee hereby agrees that the Company may from time to time collect, store, process, use or disclose personal data (including sensitive personal data) relating to the

Employee insofar as may be necessary or desirable in connection with the employment with the Company including sharing information with its holding/subsidiary/ associate companies or its customers and service providers in India or outside India, or during investment transactions or internal restructuring or as considered necessary by the Company. For the purposes of this clause "personal data" and "sensitive personal data" shall have the meanings ascribed to them under Information Technology (Reasonable Security Practices and Procedures and Sensitive Personal Data or Information) Rules 2011. The Employee hereby consents to such storage, use and retention and agrees to regularly update the personal data made available to the Employee and confirm to the accuracy and correctness of the personal data furnished by the Employee. The Employee agrees to allow the Company to collect, store and process by itself or through any third party engaged by it in India or outside India, including but not limited to payroll managers, to the extent applicable, for discharging its duties towards its employees.

- 10.7 The Employee undertakes to promptly return all such information belonging to the Company that can be reasonably understood to be Confidential Information or has been defined as Confidential Information under this Agreement upon cessation of the employment of the Employee with the Company.
- 10.8 Prior to the Employee submitting or disclosing for possible publication or dissemination outside the Company any material prepared by the Employee that incorporates information that concerns the Company's business or future business, the Employee agrees to deliver a copy of such material to an officer of the Company for his or her review. The Company agrees to notify the Employee whether the Company believes such material contains any Confidential Information, and the Employee agrees to make such deletions and revisions as are reasonably requested by the Company to protect its Confidential Information. The Employee further agrees to obtain the consent of the Company prior to any review of such material by persons outside the Company
- 10.9 The Employee agrees and undertakes that he has been made aware that a breach of any of the provisions of the present Clause 11 shall make the Employee liable to be prosecuted under any/all relevant provisions of the applicable laws, civil as well as criminal, and the Company shall be entitled to pursue any rights and/or remedies available to it under law, contract, or equity.

11. INTELLECTUAL PROPERTY

- 11.1 The Intellectual Property or Work Product developed or created by the Employee during the term of the Employee's employment with the Company, whether or not during normal business hours and whether conceived or developed alone, jointly or with others, shall to the fullest extent permitted by law be deemed "work-for-hire" under a contract of service and the Company shall be deemed the sole owner throughout the universe of any and all Intellectual Property rights and all other rights of whatsoever nature therein, whether or not

now or hereafter known, existing, contemplated, recognized or developed, with the right to use the same in perpetuity in any manner the Company determines in its sole discretion without any further payment to the Employee whatsoever.

- 11.2 All information, inventions and discoveries or any interest in any Intellectual Property rights developed, made or conceived by the Employee previously during the Employee's association with the Company and if the Employee, as a result of any research work during his association with the Company, comes to know of any better process which the Employee has developed shall vest solely and exclusively with the Company.
- 11.3 If, for any reason, any of such Intellectual property or Work Product shall not legally be a "work-for-hire" under a contract of service and / or there are any rights which do not accrue to the Company under Clause 12.1 above, then the Employee hereby irrevocably and unconditionally assigns any and all of the Employee's global right, title and interest thereto, including, without limitation, any and all Intellectual Property rights and / or other rights of whatsoever nature therein, whether or not now or hereafter known, existing, contemplated, recognized or developed to the Company, and the Company shall have the right to use the same in perpetuity throughout the universe in any manner the Company determines without any further payment to the Employee whatsoever notwithstanding Section 19 (4) of the Indian Copyright Act.
- 11.4 The Employee shall, at the Company's cost, from time to time, as may be required by the Company, do any and all things which the Company may deem useful or desirable to establish or document the Company's exclusive ownership of any and all rights in any such Intellectual Property or Work Product, including without limitation, the execution of appropriate copyright and/ or patent applications or assignments, deeds, agreements or other documents.
- 11.5 To the extent the Employee has any rights in the Intellectual Property or Work Product that cannot be assigned in the manner described above, the Employee unconditionally and irrevocably waives the enforcement of such rights.
- 11.6 This Clause 12 shall not be deemed to limit, restrict, or constitute a waiver by the Company of any rights of ownership of any Intellectual Property or Invention to which the Company may be entitled by operation of law by virtue of the Company being the Employee's Company.
- 11.7 The Employee represents that his/her performance of all the terms of this Agreement and as an employee of the Company does not and will not breach any agreement to keep in confidence proprietary information, knowledge or data acquired by the Employee in confidence or in trust prior to his/her employment by the Company, and the Employee will not disclose to the Company, or induce the Company to use, any confidential or proprietary information or material belonging to any previous Company's or others.

11.8 This clause shall survive the termination of this Agreement.

12. NON-COMPETE

- 12.1 To the fullest extent permitted under applicable laws, during the Employment Term and for a period of 1 (One) year from the date of termination of employment (“**Non-Compete Period**”), the Employee shall not, directly or indirectly, in any capacity, whether through partnership or as a shareholder, joint venture partner, employee, collaborator, consultant or agent or in any other manner whatsoever, whether for profit or otherwise:
- (a) carry on or participate in any business and / or activity which is the same as or is similar to the Business, other than through the Company;
 - (b) render any services to any of the competitors of the Company or to any other Person engaged in the Business; or
 - (c) join the employment of or be interested in any manner whatsoever in any competitor of the Company and / or of its Affiliates or group entities. The Employee hereby acknowledges that any such employment or other relationship with any competitor of the Company and / or of its Affiliates or group entities may lead to disclosure or use of Confidential Information in an unauthorized manner.
- 12.2 The Company may, at its sole discretion, pay to the Employee, compensation equivalent to 1 (One) month’s Salary (“**Non-Compete Fee**”) as consideration for the obligations of the Employee during such Non-Compete Period.
- 12.3 The Employee acknowledges that he has carefully read the provisions of this Clause and agrees, undertakes, covenants and acknowledges that: (a) the restrictions and obligations set forth herein, including but not limited to the time period, are reasonable for the protection of the legitimate Business interests and Confidential Information of the Company; and (b) the duties and obligations imposed on him hereunder are fair and reasonable and will not prevent him from earning a comparable livelihood following the termination of his employment with the Company.
- 12.4 If any of the restraints contained in this Clause 12 or any part thereof, is held to be unenforceable by reason of it extending for too great a period of time, or by reason of it being too extensive in any other respect, the Parties agree that: (i) such restraint shall be interpreted to extend only over the maximum period of time for which it may be enforceable and/or over the maximum geographic areas as to which it may be enforceable and/or over the maximum extent in all other respects as to which it may be enforceable, all as determined by the court or arbitration panel making such determination; and (ii) in its reduced form, such restraint shall then be enforceable, but such reduced form of covenant

shall only apply with respect to the operation of such restraint in the particular jurisdiction in or for which such adjudication is made. Each of the restraints and agreements contained in this Clause 12 is separate, distinct, and severable.

- 12.5 The existence of any claim, demand, action, or cause of action of the Employee against any party or the Company, whether predicated in this Agreement or otherwise, shall not constitute a defence against the enforcement by the Company of this Clause 12.
- 12.6 The unenforceability of any part of this Clause 12 shall not affect the validity or enforceability of any other part of this Clause 12 or any other provision of this Agreement.
- 12.7 The Employee acknowledges that the remuneration provided under this Agreement is adequate consideration for the restrictions contained herein; and the Employee acknowledges that he / she possesses various skill sets which can be deployed by him / her once he / she ceases to be an employee of the Company without breaching the restrictions contained in this Clause 12.
- 12.8 Subject to applicable Law, the duration of this Clause 12 shall be extended during any period in which the Employee is in violation of any part of this Clause 12, and all such restrictions shall automatically be extended by the period of the Employee's violation of any such restrictions. The Employee expressly waives any right to assert inadequacy of consideration as a defence to enforcement of the covenants set forth in this Clause 12.
- 12.9 The Employee represents that his / her experience and knowledge will enable him / her to earn an adequate living in a business other than the Business and that injunctive relief will not prevent him from providing for himself / herself and his / her family.

13. NON-SOLICITATION

- 13.1 To the fullest extent permitted under applicable laws, during the Employment Term and for a period of 2 (Two) years from the date of termination of employment, the Employee shall not, directly or indirectly, on his / her own accord, or for the benefit of any other Person or entity as a partner, member, stockholder, principal, agent, consultant, or in any other capacity, without the prior written consent of the Company:
- (a) solicit, render services to or for, or accept from, anyone who is a client, customer, or a supplier of the Company (whether present or future), any business of the type performed by the Company, or persuade or attempt in any manner to persuade any client, customer, or supplier of the Company to cease to do business or to reduce the amount of business which any such client, customer, or supplier has customarily done or is reasonably expected to do with the Company, whether or not the relationship between the Company and such client, customer, or supplier as the case



may be, was originally established, in whole or in part, through the Employee's efforts;

- (b) solicit, persuade, cause or induce any director, officer, employee, representative, agent or consultant of the Company: (i) to terminate his / her relationship or employment with the Company; or (ii) attempt to hire, engage or employ any director, officer, employee, representative, agent or consultant of the Company who has been associated with the Company, irrespective of the length of such association, up to the period ending 1 (one) year prior to the date of termination of the appointment; or
- (c) enter into any agreement relating to the foregoing or participate in any negotiations or substantive discussions with respect to the foregoing, or cause, influence, assist or cooperate with any other Person to do any of the foregoing.

13.2 The Employee acknowledges that he / she understands that the Company's ability to operate its Business depends upon its ability to attract and retain skilled people and that the Company has and will continue to invest substantial resources in training such people. Further, he / she has carefully read the provisions of this Clause 13 and agrees that the restrictions and obligations set forth herein, are fair and reasonable, and are reasonably required for the protection of the legitimate Business interests and Confidential Information of the Company.

14. REPRESENTATIONS AND WARRANTIES

14.1 The Employee represents and warrants to the Company that he / she:

- (a) is not restrained from entering into employment with the Company and that such employment will not violate any third-party rights, including those of any former Company of the Employee;
- (b) is not a party to any arrangement or agreement which will compromise his / her ability to carry out his / her duties for the Company;
- (c) all information provided by the Employee to the Company, including information set forth in the Employee's résumé, information provided during the interview process, and information in any other employment application, is truthful and accurate;
- (d) will not disclose to the Company, or use during the term of his or her employment, any confidential or proprietary information or materials belonging to any third party, including previous companies' clients or customers;

- (e) has the legal right to grant to the Company, the assignment of the Employee's interest in the Work Product and the Intellectual Property as set forth in this Agreement; and
 - (f) will not bring to Employee's employment by the Company, or use in connection with such employment, any materials, software or any other information that Employee does not have the right to use for the purpose(s) for which it shall be used in his / her employment by the Company.
- 14.2 The Employee represents, warrants, undertakes and confirms to the Company that he / she is not bound by the terms and conditions of any non-disclosure agreement, confidentiality agreement or any other similar document, deed or writing by whatever name called executed prior to the employment with the Company that would impair or prevent the Employee from performing his / her duties for the Company or from handling Confidential Information or creating Work Product for the Company, and the Intellectual Property rights assigned to the Company or any other knowledge or information imparted to the Company is not and will not be in breach or violation of any such agreement or contract or the like as aforesaid.
- 14.3 Further, the Employee represents and warrants that neither the Employee's duties as an employee of the Company nor the Employee's performance of this Agreement will breach any other agreement to which the Employee is a party or by which the Employee is bound, including without limitation, any agreement limiting the use or disclose any information acquired by the Employee prior to the Employee's employment by the Company or an agreement not to compete. In addition, the Employee acknowledges that the Company has relied on such representations and warranties in employing the Employee, that the Employee has not entered into, and will not enter into, any agreement, either oral or written, in conflict herewith or in conflict with Employee's employment with the Company.

15. RELIEF AND EXPENSES

15.1 Equitable Relief

The Employee acknowledges and agrees that, if the Employee breaches the provisions of Clauses 10 (*Confidentiality*), 11 (*Intellectual Property*), 12 (*Non-Compete*) and 13 (*Non-Solicitation*) hereof, damages owed to the Company would be difficult if not impossible to ascertain and the Company will suffer immediate and irreparable damage and loss for which it would have no adequate remedy. The Employee therefore agrees that the Company, its Affiliates or group entities in addition to and without limiting any other remedy or right it / they may have, shall be entitled to seek an injunction or other equitable relief in any court of competent jurisdiction, enjoining any such breach, and the Employee hereby waives any and all defenses he / she may have on the grounds of lack of jurisdiction or competence of a court to grant such an injunction or other equitable relief. The existence of this right shall

Page 20

not preclude the applicability or exercise of any other rights and remedies under this Agreement, at law or in equity, which the Company or its Affiliates or group entities may have.

15.2 Recovery of Expenses

In any action arising under or with respect to this Agreement, if the Company prevails, it shall be entitled to recover its costs and expenses of bringing and prosecuting such action, including, without limitation, reasonable attorneys' and other professional fees from the Employee.

16. NON-DISPARAGEMENT

- 16.1 The Employee hereby agrees, undertakes and covenants not to make any disparaging public statements with respect to the Company, its shareholders, Affiliates or group entities or concerning the terms of this Agreement, and the arrangements made pursuant hereto at any time through any medium or platform. This Clause shall survive termination or expiry of this Agreement.

17. INDEMNITY

- 17.1 The Employee hereby agrees to indemnify the Company, to the fullest extent permitted by Law and to save and hold harmless the Company, from and in respect of: (i) all losses, liabilities, damages, fees, costs, and expenses, including legal fee paid in connection with or resulting from any claim, action, or demand against the Company that arises out of or in any way relates to non-performance of his / her obligations under this Agreement; (ii) any liability / loss the Company may incur as a result of any violation or breach of the representations, warranties or undertakings under this Agreement or a violation of the Employee's undertakings with respect to Confidential Information, Intellectual Property or Work Product.

18. GOVERNING LAW AND DISUTE RESOLUTION

- 18.1 The validity and construction of this Agreement and of any provision hereof shall be determined and governed by the Laws of India. Each Party consents to the exclusive jurisdiction and venue of the courts at **Cochin** in all matters or disputes arising out of or relating to this Agreement.

19. MISCELLANEOUS

19.1 Notices



Entri Software Private Limited

Registered Office Address :
KRF Business Centre, 37/2188,
Maleppally Road, Thrikkakkara, Kakkanad,
Cochin, Kerala, India - 682021 Tel - 0484-4873512

All notices to the Parties under this Agreement shall be in writing and are effective upon delivery to the relevant Party (whether by personal delivery, registered pre-paid or facsimile) at the address indicated below:

To the Company: ENTRI SOFTWARE PRIVATE LIMITED

Attention: **Lisa Elizabeth Rajan**

Address: **KRF BUSINESS CENTRE, 37/2188,**

**MALEPPALLY ROAD, THRIKKAKARA, KAKKANAD,
COCHIN, Kerala
India - 682021**

Email: **Lisa@entri.me**

To the Employee:

Address: **Aswathy Bhavan perumala pullampara p o Thiruvananthapuram kerala
695607**

Email: **sanoosaji34@gmail.com**

19.2 Survival

Notwithstanding the expiry and termination of this Agreement, Clause 10 (*Confidentiality*), Clause 11 (*Intellectual Property*), Clause 12 (*Non-Compete*), Clause 13 (*Non-Solicitation*), Clause 14 (*Representations and Warranties*), Clause 17 (*Indemnity*), Clause 18 (*Governing Law and Jurisdiction*) and Clause 19.1 (*Notices*) shall survive any expiration or termination of this Agreement.

19.3 Successors and Assigns

This Agreement shall be effective as of the date hereof and shall be binding upon, and inure to the benefit of, the Parties hereto and their respective heirs, successors, assigns, and personal representatives, as the case may be. As used herein, the successors of the Company shall include, but not be limited to, any successor by way of merger, consolidation, sale of all or substantially all of the assets, or reorganization. This Agreement is personal to the Employee and the Employee may not assign any of his / her rights or duties under this Agreement.

19.4 Waiver

The failure of any Party to insist, in any instance, upon performance of any of the terms or



Entri Software Private Limited

Registered Office Address :
KRF Business Centre, 37/2188,
Maleppally Road, Thrikkakkara, Kakkanad,
Cochin, Kerala, India - 682021 Tel - 0484-4873512

conditions of the Agreement, or the waiver by any Party of any term or condition hereof in any one instance, shall not be construed as a waiver of future performance of any such term

or condition, and the obligations of any Party with respect thereto shall continue in full force and effect.

19.5 Entire Agreement

The Parties agree that this Agreement along with the Annexures contains the entire agreement and understanding of the Parties relating to its subject matter and supersedes any prior or contemporaneous agreements or understandings, and that there are no additional promises or terms on which the Employee has relied in accepting employment with the Company and entering into this Agreement other than those contained herein, and that this Agreement shall not be modified except by an instrument in writing signed by the Parties. In case of any inconsistencies between this Agreement and the Offer Letter issued to the Employee, the provisions of this Agreement shall prevail.

19.6 Amendments

The Agreement may be amended only by an agreement in writing signed by both the Parties.

19.7 Severability

If any provision of the Agreement is held to be illegal, invalid, or unenforceable under any present or future law, and if the rights or obligations of the Parties under the Agreement shall not be materially and adversely affected thereby, (a) such provision shall be fully severable; (b) the Agreement shall be construed and enforced as if such illegal, invalid, or unenforceable provision had never comprised a part hereof; (c) the remaining provisions of the Agreement shall remain in full force and effect and shall not be affected by any illegal, invalid, or unenforceable provision or by its severance here from; and (d) in lieu of such illegal, invalid, or unenforceable provision, there shall be added automatically as a part of the Agreement a legal, valid, and enforceable provision as similar in terms and effect to such illegal, invalid, or unenforceable provision as may be possible. However, if there is no automatic addition as aforesaid the Parties hereto shall mutually agree to provide a legal valid and enforceable provision as similar in terms and effect to such illegal, invalid or unenforceable provision as may be possible.

19.8 Headings

The headings of Clauses and sub-clauses in the Agreement are for ease of reference only and shall not be considered during the construction of the Agreement.

19.9 Counterparts



Entri Software Private Limited

Registered Office Address :
KRF Business Centre, 37/2188,
Maleppally Road, Thrikkakkara, Kakkanad,
Cochin, Kerala, India - 682021 Tel - 0484-4873512

The Agreement may be executed simultaneously in any number of counterparts, each of which shall be deemed an original, but all of which shall constitute one and the same instrument.

IN WITNESS WHEREOF, the Parties have agreed to the terms and provisions contained herein and have hereto executed this Agreement as of the date first set forth above.

For ENTRI SOFTWARE PVT. LTD.

A handwritten signature in blue ink, appearing to read 'Hisamuddin', with a horizontal line underneath it. The word 'Director' is printed below the signature.

Director

Mohammed Hisamuddin
Director & CEO

By the within named **Employee**:

A handwritten signature in black ink, appearing to read 'Sanoj S', with a horizontal line underneath it.

Name: **SANOJ S**

Mr VYSAKH K R

S/o Mr KRISHNAN KUTTY NAIR A
TC 36 1491 SREENIVAS
ULLATTULANE SREEVARAHAM
MANACAUD PO
THIRUVANANTHAPURAM
KERALA 695009

Dear Sir,

PROVISIONAL APPOINTMENT AS PROBATIONARY OFFICER IN JMG SCALE I

Based on your application and subsequent selection process, we are pleased to offer you provisional appointment in Indian Bank as Probationary Officer (PO) in Junior Management Grade (JMG) - Scale I under **UNRESERVED** category subject to your accepting the terms and conditions set out hereunder and also satisfactory verification of your certificates / credentials and antecedence.

This appointment is provisional and is subject to satisfactory report on your character / antecedence and community certificate (if applicable) from the Competent Authorities and fulfillment of other terms and conditions stated in this letter.

1. Emoluments

Upon joining the Bank, you will be drawing an initial Basic Pay of Rs.23700/- per mensem in the Junior Management Grade Scale I in the scale of pay of Rs.23700 -980/7 – 30560 – 1145/2 – 32850 - 1310/7 – 42020 and entitled to annual increments, dearness allowance and other allowances as admissible from time to time on ad-hoc basis till the Indian Bank (Officers') Service Regulations, 1979 is amended.

2. Period of Probation

You will be on probation for a period of two years from the date of your joining the Bank. During the probation period, you will be required to undergo training in any branch / office / entity of the Bank or in any institution to which you may be deputed and the in-service training in the Bank. The Bank, may, however, at its sole discretion curtail or extend or dispense with the period of probation in any individual case.

Notwithstanding such period of probation, the Bank may discharge you from the services of the Bank without assigning any reason for such discharge on giving one month's notice or payment of one month's emoluments in lieu of such notice. You will be confirmed in the services of the Bank only after receipt of confirmation of educational qualifications, community certificate (if applicable), satisfactory report on your antecedence and on the basis of evaluation of your performance in the bank as satisfactory at periodical intervals during probation period.

3. Place of Service

You are liable to serve in any branch / office of the Bank anywhere in India and must carry out such duties as may be assigned to you from time to time. You must also serve in any branch/ office of the Bank outside India to which you may be posted on such terms and conditions as may be fixed/ determined. You shall keep confidential all the affairs of the Bank, its employees and customers. It shall be your duty as an Officer to get the work done properly by the staff members under you. You shall also be responsible for the effective and efficient management of the Department/Section/Office entrusted to your charge. During the entire period of your service, you shall continue to show proper attitude towards work, acquire thorough knowledge of Bank's Manual of Instructions, Circulars, Rules of Business, Policies, besides the Procedures/System of working etc., of the Bank and be able to discharge duties and responsibilities of an Officer with due diligence.

4. Rules of Service

On appointment as Probationary Officer in JMG-Scale I, you will be governed by:

- a) Indian Bank (Officers') Service Regulations, 1979 (as amended up to date)
- b) Indian Bank Officer Employees' (Conduct) Regulations, 1976 (as amended up to date)
- c) Indian Bank Officer Employees' (Discipline and Appeal) Regulations, 1976 (as amended up to date)
- d) Indian Bank Officer Employees' (Acceptance of Jobs in Private Sector Concerns after retirement) Regulation, 2000 (as amended up to date)
- e) The Defined Contributory Pension Scheme referred to as National Pension System (NPS)
- f) Any other Regulations already formulated and new regulations to be formulated in future by the Board of the Bank to govern the Service conditions of the Officers from time to time

5. National Pension System (NPS)

With regard to retiral benefits, apart from eligible gratuity, you will be governed by the Defined Contributory Pension Scheme (National Pension System). Contributions made by you and by the Bank towards the scheme will be remitted to the account (Permanent Retirement Account Number -PRAN) to be opened with NSDL. PRAN account should be opened through NSDL under all citizen model with the prescribed documents mentioned in the site and a copy of PRAN card has to be submitted at the time of joining the Bank. You are required to open a Savings Bank Account with a Branch of Indian Bank and submit a copy of your photo affixed first page of your SB pass book, a cancelled cheque leaf and a copy of PAN Card at the time of joining.

In case of already having a PRAN card, you are required to submit Inter-Sector Shifting Form, copy of PRAN card, copy of PAN card, photo affixed first page of your SB pass book (SB account with Indian Bank) and a cancelled cheque leaf.

Failure to do so may result in delay in enrolment and as a consequence remittance of monthly deductions (Both employee and Bank deductions) will be delayed at the sole risk and responsibility of the candidate.

6. Solace for Expired Employees (SEED)

This is a welfare scheme compulsory for the employees of the Bank. You are required to enroll as a member of this Scheme "Solace for Expired Employees' Dependents" (SEED). Current contribution is Rs.15/- per staff member dying in harness during a month.

7. You shall not leave or discontinue your service in the Bank without giving notice in writing, of your intention to leave or discontinue the services or resign. The period of notice required shall be 3 months of active service. You shall execute an 'Indemnity Bond with Surety' undertaking to serve the Bank for minimum period of two years. If you intend to leave or discontinue the services or resign from the services of the Bank:

- a. before completion of 2 years of service from the date of joining the Bank, you shall reimburse the Bond amount of Rs. 1 lakh along with salary for the un-served notice period and the cost incurred by the Bank for imparting training and any other expenses that the Bank has incurred on your behalf.
- b. after completion of 2 years of service from the date of joining the Bank, you shall reimburse the salary for the un-served notice period along with dues to Bank (if any).

8 Forms to be downloaded from website (careers page of www.indianbank.in)

- a) Bio-data
- b) Indemnity Bond with Surety (to be printed on a Hundred Rupee Non-Judicial Stamp Paper and signed by the candidate and the surety on all pages)
- c) Attestation Form (2 copies)
- d) Service Joining Report, Service Sheet, Declaration of fidelity and secrecy
- e) Fitness Certificate (to be obtained from a qualified Doctor of rank not less than that of Civil Surgeon). The Bank however reserves the right to subject you to medical examination by a medical authority of its choice as and when deemed necessary. Your appointment is subject to your being found medically fit.
- f) Testimonials (to be obtained from two respectable persons who are not your relatives)

Please submit the above forms duly filled in at the time of joining the Bank.

9. Documents to be submitted at the time of joining

In addition to the documents mentioned above in Serial Number 5 and 8, you are required to submit the following certificates in original(Originals will be returned after scrutiny and verification) along with one attested copy:

- a) SSLC/SSC/X mark sheet and passing certificate or its equivalent thereof
 - b) Intermediate/Higher Secondary/XII mark sheet and passing certificate or its equivalent thereof
 - c) University Mark sheets
 - d) University Degree Certificate for the Examination passed mentioning the class obtained (2 copies)
 - e) Mark sheet and Passing certificate of all other educational, technical qualifications
 - f) Photo Identity proof and Address proof
 - g) Relieving certificates and Experience Certificate from the previous employer/s (if applicable)
 - h) Copy of PAN card. In case you are not holding a PAN card, a copy of application submitted for obtaining PAN card shall be submitted.
 - i) In case you belong to SC / ST / OBC /EWS category, then you should produce caste/tribe certificate issued by the competent authority in the prescribed format as stipulated by Government of India (2 copies). In case you belong to OBC category, the OBC certificate should specifically contain a clause that you do not belong to creamy layer section excluded from the benefits of reservation for Other Backward Classes in Civil post & services under Government of India. OBC caste certificate containing the Non-creamy layer clause should have been issued within one year prior to the date of your joining the Bank. Caste name mentioned in certificate should tally letter by letter with Central Government list / notification.
- Please note that the appointment of candidates belonging to SC/ST/OBC/EWS category is purely provisional and is subject to the caste/tribe certificate being verified as authentic through proper channel. If the verification reveals that the claim of any candidate belonging to SC/ST/OBC/EWS as the case may be is false, the services will be terminated forthwith without assigning any further reasons and without prejudice to such further action as may be taken under the provisions of the Indian Penal Code for production of false certificates.
- j) In case you are a Person with Disability, then you should submit disability certificate in the prescribed format issued by district medical board.
 - k) Five copies of recently taken passport size photographs and three copies of stamp size photographs.
 - l) Any other relevant documents in support of eligibility.

10. Date and Place of Reporting

You are advised to report on **05.10.2020** at your own cost at the following Address:

INDIAN BANK, ZONAL OFFICE THIRUVANANTHAPURAM,

Indian Bank Towers, M G ROAD, , THIRUVANANTHAPURAM, KERALA, 695001, 0471-2578603

Please carry all documents in original/ copies referred in this letter for completion of joining formalities. Once the joining formalities are complete, you will be required to undergo **Four Week**

Online Induction Training Program. You may attend the Online Induction Training Program from your Residence / Zonal Office where you have completed joining formalities. You shall undertake

the above training program through Laptop, Tablet or compatible Mobile Device.

The details of the Online Induction Training Program will be intimated to you through your registered Email-Id. On completion of the Induction Training Program, you will be required to join at the place of posting, details of which will be informed to you well in advance.

11. Acceptance of the Offer

You may communicate your irrevocable acceptance to the aforesaid terms and conditions for appointment in the Bank, by email to cohrmrecruitment@indianbank.co.in on or before 28.09.2020. Please submit duplicate copy of this letter in its entirety, duly signed by you on all pages at the time of joining. In the event of you not accepting or having accepted the offer but fail to report at allotted Indian Bank office on **05.10.2020**, it will be presumed that you are not interested in the Offer of Appointment and it would automatically stand cancelled, without further reference to you.

We take this opportunity to welcome you to Indian Bank family and wish you a rewarding career over the years to come.

Yours faithfully,



Deputy General Manager (HRM)

Name	VYSAKH K R
Date of Birth	28/02/1998
Category	GENERAL
Reference Number	1770496365

ACCEPTANCE

I.....S/o/D/o.....hereby confirm that I have understood the terms and conditions of appointment and I agree to abide by and be bound by the terms and conditions of Offer of appointment.

Date:

candidate

Signature of the

Place:

127	2018-19	S.DEVANARAYANAN	MSc Physics	Govt of India	Captain
-----	---------	-----------------	-------------	---------------	---------

NAVY

Salabha Sajjan

B3/S276/2023/UCT

യൂണിവേഴ്സിറ്റി കോളേജ്
തിരുവനന്തപുരം
തീയതി: 05.08.2023

പ്രേഷകൻ

പ്രിൻസിപ്പാൾ

സ്വീകർത്താവ്

ശ്രീമതി സാലബ്ബ സാജ്ജൻ

ആരോഗ്യം, ചന്ദ്രമംഗലം,
ആനാട്, പി. ഒ,
നെടുമങ്ങാട്, തിരുവനന്തപുരം,
പിൻ :695541.

വിഷയം:- യൂണിവേഴ്സിറ്റികോളേജ്, തിരുവനന്തപുരം - സൈക്കോളജി അപ്രന്റീസ് നിയമനം സംബന്ധിച്ച്-

സൂചന:- യൂണിവേഴ്സിറ്റി കോളേജ്, തിരുവനന്തപുരം - ജീവനി പദ്ധതി കോ ഓർഡിനേറ്ററുടെ 01/08/2023 ലെ സമർപ്പണം .

മേൽ സൂചനയിലെക്കു ശ്രദ്ധ ക്ഷണിക്കുന്നു.01/ 08/ 2023 ന് ഈ കോളേജിൽ വച്ചു നടന്ന സൈക്കോളജി അപ്രന്റീസിനെ നിയമിക്കുന്നതിനുള്ള അഭിമുഖത്തെ തുടർന്ന് ടി തസ്തികയിലേക്ക് താങ്കളെ തിരഞ്ഞെടുത്ത വിവരം ഇതിനാൽ അറിയിക്കുന്നു. ഈ കത്ത് കിട്ടി 7 (ഏഴു) ദിവസത്തിനുള്ളിൽ താങ്കൾ ജോലിയിൽ പ്രവേശിക്കേണ്ടതും, ജോലിയിൽ പ്രവേശിക്കുമ്പോൾ 200 (ഇരുനൂറ്) രൂപയുടെ മുദ്ര പത്രത്തിൽ കരാറൊഴി നൽകേണ്ടതുമാണ്. സേവന കാലാവധി 2024 മാർച്ച് 31 വരെയായിരിക്കും.

വിദ്യാഭ്യാസ യോഗ്യത, പ്രവൃത്തി പരിചയം, ജനനതീയതി തെളിയിക്കുന്ന സർട്ടിഫിക്കറ്റുകൾ, ബാങ്ക് പാസ്ബുക്കിന്റെ പകർപ്പ്, ആധാറിന്റെ പകർപ്പ് എന്നിവ പ്രവേശന സമയത്ത് സമർപ്പിക്കേണ്ടതാണ്.

Approval Valid

Digitally Approved By
ഡോ. സുകേഷ് ടി
Date: 05.08.2023
Reason: Approved

വിശ്വസ്തരായാടെ
ഒപ്പ്/-
ഡോ. സുകേഷ് ടി
പ്രിൻസിപ്പാൾ (ന്യൂഷ്യൂൽ ഗ്രേഡ്)
പ്രിൻസിപ്പാൾക്കു വേണ്ടി



Harikrishna MR



accubits

17/May/2022

Harikrishna. M. R
Krishna Bhavan,
Pathramcode, Vettampallyrinchayam P.O,
Irinchayam P.O Nedumangad,
Trivandrum – 695561.
Contact No: +91 9961322564

Sub: Job Offer Letter for the post of **Jr. Organizational Psychologist**.

Dear **Harikrishna**,

We are pleased to inform you that you have been selected to be a part of the **Accubits Family**. We are delighted to make you the following job offer. The position we are offering is that of a **Jr. Organizational Psychologist**, subject to your acceptance of the terms and conditions contained herein.

Terms and conditions

1. Requirements

a. Please submit the copies of the following documents.

1. Relieving letter (immediate); and experience certificate from your present and previous employers (on joining) - if applicable.
2. Last drawn salary slips and salary certificate of your current employer - if applicable.
3. Address Proof – Passport, Driving License
4. Pan Card and Aadhaar Card.
5. Digital copy of your passport size photo.

b. We trust that you have provided us with true declaration and information. The Company reserves the right to take appropriate action including the termination of employment without notice if a false declaration is made by you.

2. Reporting Date & Location

You are requested to report to work on or before **18/May/2022 at 10.00 AM**. Your initial posting will be at our Technopark office. However, during employment with the Company, you may be posted at any other location in India or abroad, with or without any additional remuneration. Further your services may be transferred to any other Accubits' holding, subsidiary companies or other branches in India or abroad, as the case may be.

3. Reporting Manager

This position reports to the **Organisational Psychologist** or any manager that has been assigned to you.

Accubits Technologies Private Limited
5th Floor, Yamuna,
Phase 3, Technopark
Trivandrum, Kerala, India
Pin code: 695583

Harikrishna MR

17/May/2022

Harikrishna. M. R
Krishna Bhavan,
Pathramcode, VettampallyIrinchayam P.O,
Irinchayam P.O Nedumangad,
Trivandrum – 695561.
Contact No: +91 9961322564

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2. Last drawn salary slips and salary certificate of your current employer - if applicable.
3. Address Proof – Passport, Driving License
4. Pan Card and Aadhaar Card.
5. Digital copy of your passport size photo.

b. We trust that you have provided us with true declaration and information. The Company reserves the right to take appropriate action including the termination of employment without notice if a false declaration is made by you.

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3. Reporting Manager

This position reports to the **Organisational Psychologist** or any manager that has been assigned to you.

Accubits Technologies Private Limited
5th Floor, Yamuna,
Phase 3, Technopark
Trivandrum, Kerala, India
Pin code: 695583



Annexure 1
(All figures in INR)

Accubits Technologies Private Limited		
Name	Harikrishna.M.R	
Designation	Jr. Organizational Psychologist	
Salary Break-up	Monthly	Annual
Components	Amount (Rs)	Amount (Rs)
Earnings (A)		
Basic Wage	11600	139200
HRA	5800	69600
Other Allowances	5800	69600
Gross Salary	23200	278400
Employer Contributions (B)		
EPF	1800	21600
ESI	0	0
Sub Total	1800	21600
Total Cost To Company (A+B)	25000	300000
Deductions (C)		
EPF	1800	21600
ESI	0	0
Total Deductions	1800	21600
Net Pay (A-C)	21400	256800

6/23

PS: Confidential; not to be discussed with anyone except immediate superiors, HR & Finance Officials of Accubits Technologies.

- | |
|---|
| <ul style="list-style-type: none"> • Net pay doesn't include statutory employer contributions |
| <ul style="list-style-type: none"> • Statutory deductions (employer & employee cost) Provident Fund and Taxes such as Professional Tax, Income Tax as applicable |

- ***And much more....***
- Accubits now has a borderless office: work from anywhere, forever. **Permanent Work From anywhere option if you decide to do so.**
- Employer's EPF Contribution.
- Health Insurance is applicable. (Introducing Soon)
- Learning opportunities & coverage of educational expenses Learning opportunities with reimbursement*
- Weekend working bonus*
- Referral Bonus*
- Flexible work timings
- Gym Fee Reimbursement*
- Free doctor consultation for employees and family*
- *These benefits are subject to revision as per company policy. You may visit the Employee Self Service (ESS) portal after joining for further details on individual benefits.

Accubits Technologies Private Limited
5th Floor, Yamuna,
Phase 3, Technopark
Trivandrum, Kerala, India
Pin code: 695583

Harikrishna MR

Akhil A K



Olayan Food Division (OFD)
P.O. Box , Riyadh 11576
Saudi Arabia

Payslip

February | 2023

Employee Name	Akhil Kalakumari	Date of Joining	17.07.2019
Employee No.	10007109	Bank Name	
Designation	Shift Manager QSR_SUB	IBAN	
Department	Operations - OFS - OPS -	Current Month Overtime Hours	60.00
Location	BKRD-Dareen		

Earning	Amount (SAR)	Deductions	Amount (SAR)
Basic salary	2,000.00		
Food allowance	200.00		
Over Time 1.5	739.64		

Gross Earnings	2,939.64	Gross Deductions	0
Net Pay	2,939.64		

Amount in Words Two Thousand Nine Hundred Thirty-Nine Riyals Sixty-Four Halala



Aparna S B



Karuna R Nair



Malavika S P



COMPENSATION SHEET

Applicant ID	: Malavika_3_129233
Name	: Malavika S P
Designation	: Executive-People Experience

Compensation	Rs. Per Month
BASIC SALARY	15000.00
SPECIAL ALLOWANCE	5309.00
DEARNESS ALLOWANCE	6000.00
GROSS (SUB TOTAL A)	26309.00
EMPLOYER BONUS	584.00
PROVIDENT FUND EMPLOYER	1800.00
EMPLOYER PF ADMIN CHARGES	75.00
EMPLOYERS EDLI CHARGES	75.00
EMPR INSURANCE GMC	78.00
EMPR INSURANCE GPA	21.00
EMPLOYER WC POLICY	225.00
EMPLOYER DEDUCTION (SUB TOTAL B)	2858.00
CTC (SUB TOTAL A+B)	29167.00
PROVIDENT FUND EMPLOYEE	1800.00
EMPLOYEE DEDUCTIONS (SUB TOTAL C)	1800.00
TAKE HOME (SUB TOTAL A-C)	24509.00

Annual CTC : **Rs. 350004.00**

Note : "Take home is subjected to all applicable statutory deductions like Professional Tax, Labour Welfare Fund, Inco Tax etc"



Visakh R G
Head - Onboarding



Julie Rosy
Senior Manager - SSC

Praveen S T



6 July 2023

TO WHOM IT MAY CONCERN

This is to certify that Praveen Sudhakaran Thushara (dob. 3 October 1998) is employed with Pact, in the capacity of a Service Coordinator in our Intellectual Disability Service in Invercargill. Praveen commenced his employment with Pact on 1 April 2021, and is employed on a permanent contract. He is contracted to 80 hours per fortnight and his salary is \$68,640 per annum.

Please contact me if you require any further information.

Yours sincerely

Jessie Clark-Grant
Workforce Advisor

Pact
80 Filleul St
P O Box 5943
DUNEDIN
Ph. (03) 470 2229
Jessie.clark-grant@pactgroup.co.nz

Kavya B K



KAVYA B K

Employee No. 1056

Blood Group: B +ve

Vaishnavi B A



കാഞ്ഞിരംകുളം ഗവ. കെ.എൻ.എം. ആർട്സ് & സയൻസ് കോളേജ് - പ്രിൻസിപ്പാളിന്റെ നടപടിക്രമം.

ഗവ. കെ.എൻ.എം. ആർട്സ് & സയൻസ് കോളേജ് - കാഞ്ഞിരംകുളം - JEEVANI -College Mental Health Awareness Programme - 2023-24 സാമ്പത്തിക വർഷം സൈക്കോളജി അപ്രൻറീസ് - ന് താൽക്കാലിക നിയമനം നൽകി - ഉത്തരവാകുന്നു.

ഉത്തരവ് നമ്പർ: B1/1360/2023/KNMGASK തീയതി: 15.07.2023

പരാമർശം:-1) കോളേജ് വിദ്യാഭ്യാസ വകുപ്പ് ഡയറക്ടർ - ടെ 11/06/2023 -ലെ പി3/1374/2021/കോ.വി.വ. പരിപത്രം.
2) 14/07/2023 -ന് നടന്ന അഭിമുഖം.

ഉത്തരവ്

പരാമർശം (1) പരിപത്രം പ്രകാരം ഈ കോളേജിൽ 2023 - 24 സാമ്പത്തിക വർഷം JEEVANI: College Mental Health Awareness Programme പദ്ധതിയുടെ പ്രവർത്തനങ്ങൾക്കായി Students Wellbeing Center ക്രമീകരിക്കുന്നതിന് പരാമർശം (2) പ്രകാരം തിരഞ്ഞെടുത്ത താഴെപ്പറയുന്ന ടെസക്കോളജി അപ്രൻറീസിനെ ഈ കോളേജ് ഹോം സ്റ്റേഷൻ ആയും ഗവൺമെന്റ് ആർട്സ് & സയൻസ് കോളേജ്, കുളത്തൂർ, വി ടി എം എൻ എസ് എസ് ധനുവച്ചുപുരം, നെയ്യാറ്റിൻകര, ശാന്തം മലങ്കര ആർട്സ് & സയൻസ് കോളേജ്, ഇടഞ്ഞി എന്നീ കോളേജുകളിലെ പ്രതിനിധിയായും താൽക്കാലികമായി നിയമിക്കുന്നു .

കമാരി. വൈഷ്ണവി. ബി. എ.,
ശിവ ഗംഗ,
പൊറ്റയിൽ,
തിരുപ്പറം . പി . ഒ.
നെയ്യാറ്റിൻകര,
തിരുവനന്തപുരം - 695133

ഈ നിയമനം (ഫുൾടൈം അപ്രൻറീസ്ഷിപ്പ്) തികച്ചും താല്പാലികവും, പരമാവധി 2024 മാർച്ച് 31 വരെ മാത്രവുമായിരിക്കും. പ്രതിമാസ വേതനമായി ₹ 17,600/- ലഭിക്കുന്നതാണ്. ആയതോടൊപ്പം ഹോം സ്റ്റേഷൻ കോളേജിന്റെ 8 Km ചുറ്റളവിനു പുറത്തു കോളേജുകളിൽ പോകേണ്ടിവരുന്നതിനാൽ യാത്രാബത്തയായി 8 Km മുതൽ 20 Km വരെ യാത്ര ചെയ്യുന്നവർക്ക് ദിവസം 100/- രൂപ നിരക്കിലും 20 Km നു മുകളിൽ യാത്ര ചെയ്യുന്നവർക്ക് ദിവസം 200/- രൂപ നിരക്കിലും അനുവദിക്കുന്നതാണ്. വേതനം, യാത്രാബത്ത എന്നിവ ഒഴികെ സർക്കാർ സർവ്വീസിലെ മറ്റ് ആനുകൂല്യങ്ങൾക്കൊന്നും ടിയാൾക്ക് അർഹതയുണ്ടായിരിക്കുന്നതല്ല. നിയമന ഉത്തരവ് കൈപ്പറ്റി 7 ദിവസത്തിനുള്ളിൽ പ്രിൻസിപ്പാൾ മുമ്പാകെ ജോലിയിൽ പ്രവേശിക്കേണ്ടതും, അല്ലാത്ത പക്ഷം ടി ഉത്തരവ് റദ്ദ് ചെയ്യുന്നതുമാണ്. ജോലിയിൽ പ്രവേശിക്കുമ്പോൾ ടിയാൾ 200/- രൂപയുടെ മുദ്രപത്രത്തിൽ നിശ്ചിത മാതൃകയിലുള്ള കരാറും, തിരിച്ചറിയൽ രേഖയുടെ സാക്ഷ്യപ്പെടുത്തിയ പകർപ്പും സമർപ്പിക്കേണ്ടതാണ്.

Approval Valid

Digitally Approved By
ഡോ. കൃഷ്ണകുമാർ.ആർ
Date: 15/07/2023
Reason: Approved

Sd/-
ഡോ. കൃഷ്ണകുമാർ.ആർ
പ്രിൻസിപ്പാൾ (ഇൻ ചാർജ്)

സ്വീകർത്താവ്,
കമാരി. വൈഷ്ണവി. ബി. എ.,
ശിവ ഗംഗ,

പൊറ്റയിൽ,
തിരുപ്പറം . പി . ഒ.
നെയ്യാറ്റിൻകര,
തിരുവനന്തപുരം - 695133

പകർപ്പ്,
1) കോളേജ് വിദ്യാഭ്യാസ ഡയറക്ടർ, തിരുവനന്തപുരം.
2) എ1 സീറ്റ്/BIMS
3) ലൈബ്രറിയൻ

Anjitha A S





CHRIST NAGAR COLLEGE

MARANALLOOR, TRIVANDRUM

A CMI Educational Institution | Affiliated to the University of Kerala



Mr ANAND M. G.

Assistant Professor

Dept: Mathematics

Maranalloor, Koovalaserry P.O,
Trivandrum - 695512, Ph: 0471 2298877
www.christnagarcollege.com


Principal

"ഉത്തരവാദിത്വം"
കൊല്ലം വിദ്യാഭ്യാസ ഉപഡയറക്ടറുടെ നടപടിക്രമം
(ഹാജർ, കെ.എസ്. ശീതല)

പദവി - വിദ്യാഭ്യാസം - ജീവനക്കാർ - പി.എസ്.സി. വഴി തിരഞ്ഞെടുക്കുന്നവർ - ഓഫീസർമാർ - പി.എസ്.സി. വഴി തിരഞ്ഞെടുക്കുന്നവർ - ഓഫീസർമാർ (മേലാളം) - ഷർട്ട് ടെം തസ്തികയിൽ നിയമനം നടത്തി ഉത്തരവ് പുറപ്പെടുവിക്കുന്നു.

പദവി - വിദ്യാഭ്യാസം - പി.എസ്.സി. തസ്തികയുടെ 09.10.2018 ലെ കമ്മ്യൂണിറ്റി(2)3601/13 നമ്പർ വിധാന ശുപാർശ.

130.12.1991 ലെ സർക്കാർ ഉത്തരവ്(അച്ചടി) നം 45/91/ഉ.പ.ഭ.വ.ക.എസ്.

303/04/2013 ലെ സർക്കാർ ഉത്തരവ്(അച്ചടി) നം 149/2013/പി.സി.

430/08/2016 ലെ സർക്കാർ ഉത്തരവ്(അച്ചടി) നം 145/2016/പെ.വി.

ഉത്തരവ് നമ്പർ റൂ3/2862/18 തീയതി 22/11/2018

കൊല്ലം ജില്ലാ പി.എസ്.സി. ഓഫീസറുടെ ഷാർട്ട് ടെം (1) ലെ നിരവധി-ശുപാർശയുടെ അടിസ്ഥാനത്തിൽ ഷുപാർശ ചെയ്തിരിക്കുന്ന ഉദ്യോഗാർത്ഥിയെ കൊല്ലം ജില്ലയിൽ പൊതു വിദ്യാഭ്യാസ വകുപ്പിൽ ഓഫീസർമാർ തസ്തികയ്ക്ക് (മേലാളം) ഷർട്ട് ടെം തസ്തികയിലേക്ക് 29200-62400 ശമ്പള സ്കെയിലിൽ തിരഞ്ഞെടുക്കുന്നതിനായി ശുപാർശ ചെയ്തിരിക്കുന്നു. ടി ഉദ്യോഗാർത്ഥിയെ തിരഞ്ഞെടുക്കുന്ന വിദ്യാഭ്യാസത്തിൽ നിയമിച്ച് ഉത്തരവാദിയാക്കുന്നു.

ക്രമ നം	പേര്	പ്രൊഫഷൻ വിഭാഗം	ജനന തീയതി	വിദ്യാഭ്യാസ യോഗ്യത	നിയമിക്കപ്പെട്ട വിദ്യാലയം
	Soumya S K Planikala Puthen Veedu Vennode Cheriyakolla P.O Thiruvananthapuram 696504 (BC Turn)	Sreedharan V	10.03.1984	SSLC BA-Malayalam B.Ed- Malayalam	GHSS Chithara


നിയമിക്കപ്പെട്ട ഉദ്യോഗാർത്ഥി ഈ ഉത്തരവ് കൈപ്പിടി 14 ദിവസത്തിനകം വിദ്യാഭ്യാസത്തിൽ ജോലിയിൽ പ്രവേശിക്കേണ്ടതാണ്. ഈ നിയമന ഉത്തരവിനോടൊപ്പം അഴിപ്പാട് യുണിറ്റിൽ റെജിസ്ട്രേഷൻ നിയമിപ്പിക്കുന്ന വിദ്യാഭ്യാസത്തിൽ ജോലിക്ക് ഹാജരാകേണ്ടതാണ്.

1. മാനനരീതിയിൽ വിദ്യാഭ്യാസ യോഗ്യത എന്നിവ തിരഞ്ഞെടുക്കുന്നതിനുള്ള സർട്ടിഫിക്കറ്റ്.
2. സമ്പൂർണ്ണ അധികാരിയിൽ നിന്നും ലഭിച്ചിട്ടുള്ള ജാതി/ക്രിസ്തുമത സർട്ടിഫിക്കറ്റ്.
3. തസ്തികയ്ക്ക് സർക്കാർ ക്യാമ്പോള രാജിയുള്ള ഒരു റെസിഡൻ്റ് ഓഫീസർ നൽകിയ ഫീസ് നൽകി സർട്ടിഫിക്കറ്റ്.
4. ഇതോടൊപ്പമുള്ള മരണകാ സാക്ഷ്യപത്രം പൂരിപ്പിക്കുക.

പി.എസ്.സി. യിൽ നിന്നും ലഭിച്ച വർക്കിംഗ് റെസിഡൻ്റ് സർട്ടിഫിക്കറ്റ് ഉദ്യോഗാർത്ഥിയുടെ വർക്കിംഗ് റെസിഡൻ്റ് സർട്ടിഫിക്കറ്റിന്റെ പകർപ്പ് ഓഫീസർമാർക്ക് ഉപയോഗിക്കേണ്ടതാണ്. ജോലിയിൽ പ്രവേശിക്കുന്നതിന് മുമ്പ് ഓഫീസർമാർക്ക് വർക്കിംഗ് റെസിഡൻ്റ് സർട്ടിഫിക്കറ്റിന്റെ പകർപ്പും, ഉദ്യോഗാർത്ഥി ഹാജരാക്കിയ അസ്സൽ സർട്ടിഫിക്കറ്റുകളും പതിവിലേക്ക് ഉദ്യോഗാർത്ഥിയുടെ ഫോട്ടോയും ഒപ്പും നേമനേമനയോടെ നേമാംഗ്യപ്പെടുത്തേണ്ടതാണ്. വർക്കിംഗ് റെസിഡൻ്റ് സർട്ടിഫിക്കറ്റിന്റെ അസ്സൽ ഹാജരാക്കാത്ത ഉദ്യോഗാർത്ഥിയെ മറ്റൊരാൾ കാരണവശാലും നിയമിക്കാൻ പാടുമില്ല.

ഇതോടൊപ്പം നൽകുന്ന മരണകാ സാക്ഷ്യപത്രം ജോലിയിൽ പ്രവേശിക്കുന്ന സമയത്ത് ഉദ്യോഗാർത്ഥി പൂരിപ്പിച്ച് ഓഫീസർമാർക്ക് കൈമാറേണ്ടതും, ഓഫീസർമാർക്ക് കൈമാറി പരിശോധിച്ച് റെജിസ്ട്രേഷൻ ഷാർട്ട് ടെം നിയമനാധികാരിക്ക്, ജോലിയിൽ നിന്നൊഴിപ്പിച്ച സഹിതം

V. S. S. -> L.P. School Wns lant
10/1/2017



CHRIST COLLEGE

KALLUVETTANKUZZHI, VIZHINJAM, THIRUVANANTHAPURAM - 695 521

Ph: 0471 - 2407533, Mail: christcollegevma@hotmail.com, christcollegevzhinjam@gmail.com, Website: www.christcollegevzhinjam.com

01/2017

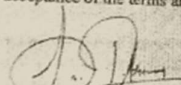
MCC 12/03/2018 1
01-09-2017

APPOINTMENT ORDER

Mrs. Sindhu B I, Thiruvathira, Ilampally, Madathikonam, Veeranakavu P.O, Kattakada, TVM - 695572 is hereby appointed as Asst. Prof. in Hindi in Christ College, Vizhinjam, Trivandrum - 695521, Kerala, under the management of Christ Nagar Educational Charitable Society (Reg. No T295/97) w.e.f. 4th of September 2017.

All the terms and conditions in the Christ College (Vizhinjam) service rules and subsequent changes made therein will be applicable to you.

You should return the duplicate copy of this order duly counter signed in token of your acceptance of the terms and conditions of the appointment order.



Adv. Fr. Thomas Cheppila CMI
Manager

MANAGER
CHRIST COLLEGE
ST. PETER'S CARMEL CAMPUS
VIZHINJAM, TRIVANDRUM-695521

I acknowledge the receipt of the above order and agree to the terms and conditions mentioned therein.

SINDHU B.I
3/9/17
12/3/18

Signature with Name and Date

Copy to: 1. The Principal
2. Office file

Dr. Asha. S.S. → L.P. School Assistant
Alappuzha.

02/15
(2)

No. APSC/2020/10-317 Place Alappuzha.
 Date 26.11.07

The District Officer,
K. P. S. C. District Office,
Alappuzha.

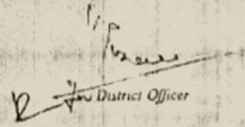
To
 Mr. Asha. S.S.

Subject: Advise for appointment as L.P. school Assl
 of Rs. 11000-6000 (B1D) in the Education Department

You are informed that you have been advised for recruitment as L.P. school Assl in the above Department/Institution. (The selection is subject to Rules 3 (c) and 10 (b) of the Kerala State and Subordinate Service Rules, 1958)

Further instructions will be issued to you in due course by the above Department/Institution.

against progressive list

Yours faithfully,

 District Officer

1. If reporting orders are not received from the above Department/Institution within a period of three months from the date of this advice letter, the post may be terminated in this office.

2. If and when advised for appointment on the termination of the vacancy you should appear in the office immediately for registration with the original training certificate in the proper form obtained from the Department, subject to the provisions contained in Rule 7 (b) of the General Rules.

OP. 52/15/2002-2000/11

ASHA SS

Ranju M. 02/17

WEBSITE: www.kpsc.org.in

കേരള പബ്ലിക് സെർവീസ് കമ്മീഷൻ
Thiruvananthapuram
District Office

**KERALA PUBLIC SERVICE COMMISSION
DISTRICT OFFICE, THIRUVANANTHAPURAM**

സാധനം (2) 09511

Thiruvananthapuram
Date: 17.02.2018

From
The District Officer,
K.P.S.C. District Office,
Palam, Thiruvananthapuram

To
RANJU M
ULIRANVEEDU, VANCHYODU P.O
ALAMCODE VANCHYODU P.O
THIRUVANANTHAPURAM, 696002

State Adviser for appointments as High School Assistant (Hindi) (No. T-14,620 - 25,280-4PR)
in the General Education Department in Thiruvananthapuram District.

You are informed that you have been advised for recruitment as High School Assistant
(Hindi) in the above Department in BC Turn. The selection is subject to Rules 2(1) and 10 (8) of
the Kerala State and Subordinate Services Rules, 1950.

Further instruction will be issued to you at the earliest by the above Department.

Yours faithfully,

Ranju M
For DISTRICT OFFICER,
K.P.S.C. DISTRICT OFFICE,
THIRUVANANTHAPURAM.

Attn: 1. If posting orders are not received from the above Department within a
period of three months from the date of advice letter, the letter may be amended to this
effect.

RANJU M



PARVATHY A G



ibsoftware

www.ibsplc.com

Address

Kaniyyaamparambil,
Konathu Puthen Veedu,
Vandayilkenam,
Nedumangadu P.O

Mobile : 7306471485

Parent's No : 7306471485

Date of Birth : 02/11/1998





Offer Letter

7th June 2022,

Dear Harishma H S,
Congratulations and welcome to the InnoWave GDU India Pvt Ltd.

We have pleasure in offering you employment as **Technical Admin** with InnoWave GDU India Pvt Ltd (the "Company") on the following terms and conditions.

This offer is subject to satisfactory verification of your character, antecedents, and testimonials. Please note this offer will remain open for 7 days from the date of this offer. If you do not accept this offer within this period, then the offer will automatically lapse.

You confirm and agree that, in accepting the Company's offer of employment and/or in beginning work for the Company, you will not be breaching any pre-existing contractual obligations that you have to any third party.

The terms of your employment contract are set out in this Offer Letter and in the enclosed Annexures. In the event of any inconsistency between the terms of the Annexures and the Offer Letter, the terms in the Offer Letter will take precedence.

You will commence employment with the Company on **8th June 2022** according to the instructions given by the Division/Department Head or his/her Deputy. Failure to join as per the date mentioned here the offer will automatically rescind.

You are expected to apply your best degree of professional, technical, and administrative skills and experience, work diligently and evidence care and economy in the use of office equipment and supplies.

Your leave entitlement will be as per Company's policy notified by the Management from time to time. Please check with HR for your leave entitlement for the current year.

Grade and Salary

You will be in Level 'C' and your annual Cost to the Company will be at ₹ 2,80,000 (Rupees Two lakhs Eighty thousand only)



180 SUDHEESH KUMAR S
KARTHIKA
VETTAMANGALAM
THIRUVANANTHAPURAM
RUSSELLPURAM P O

KERALA PUBLIC SERVICE COMMISSION,
DISTRICT OFFICE, THIRUVANANTHAPURAM

To
180. SUDHEESH KUMAR S

Sir,

Sub - Advice for appointment as **Police Constable** on **Rs. 31100 - 66800/-** in Kerala **Police Service**, Thiruvananthapuram District - Reg

You are informed that you have been advised for recruitment as **Police Constable** on **Rs. 31100 - 66800/-** in the **Kerala Police Service** against **OC Turn**. The selection is subject to Rules 3(c) and 10(b) of The Kerala State and Subordinate Service Rules-1958.

Further instructions will be issued to you in due course by the Appointing Authority concerned.

Yours faithfully,

for DISTRICT OFFICER
KERALA PUBLIC SERVICE COMMISSION
DISTRICT OFFICE, THIRUVANANTHAPURAM

- N.B:-**
1. If posting orders are not received from the Appointing Authority concerned within a period of 3 months from date of this letter, the fact may be intimated to this office.
 2. You are directed to produce this Advice Memo before Appointing Authority at the time of joining duty and also at the time of Service Verification.
 3. If and when throwout of appointment on the termination of vacancy, you should apply to this office immediately for re-registration with the original relieving certificate in the proper form obtained from the Authority concerned, subject to the provisions contained in Rule 7(b) of the General Rules.
 4. Advice and appointment will be subject to the result of the OP (KAT) No 63/2023

18-22

SERVICE PERSONNEL
ENTRY PASS

Area: [02, 04, 06, 15]



Miss. DIVYA M S

P193546VS



Company . NANMA ELECTRONICS AND ENGINEERING WORKS

Contr: ID . GC506879VS

If found, please return to:-

NANMA ELECTRONICS AND ENGINEERING WORKS,
DARSAN NAGAR,PEROORKADA
TRIVANDRUM, 695005 , Kerala
Phone :- 9446173770

Divya MS